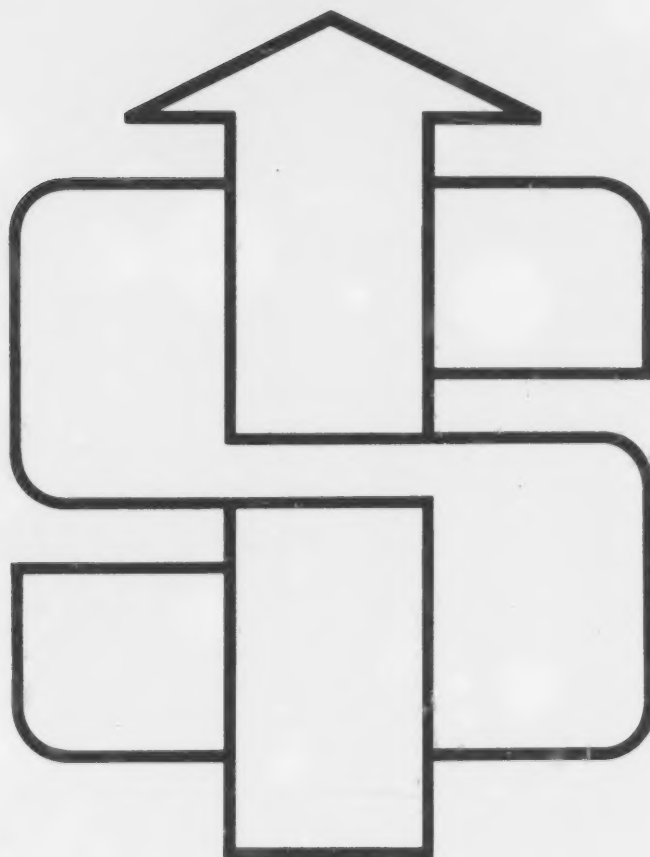


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PROFESSIONAL ENGINEER

INCOME AND SALARY SURVEY 1984



National Society of Professional Engineers
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I. INTRODUCTION

This report represents the findings of the eighteenth national compensation survey conducted by the National Society of Professional Engineers. The seventeen previous surveys have covered the years 1952, 1954, 1956, 1958, 1960, 1962, 1964, 1967, 1969, 1971, 1973, 1975, 1977, 1979, 1981, 1982, and 1983. These surveys have proved to be of considerable value to engineering firms, industrial organizations, national engineering organizations, local and state governmental agencies, and the departments of the Federal Government, as well as the United States Congress. It is sincerely hoped that this report will be equally useful.

As have all surveys in this series starting in 1979, the present survey represents a sharp departure from earlier practice in this survey series. The definition of "income" was changed to permit the collection of the most up-to-date income figures possible. In previous surveys, respondents were asked to estimate total income for the calendar year in question, including salary, commissions, and bonuses or fees. While overtime pay was not specifically requested as an addition to this figure, neither was it excluded, and it is assumed that the majority of respondents would have included overtime pay. In addition, previous questionnaires were so worded that income from secondary or part-time employment would have been included.

In this survey, respondents were asked to report their annual base salary from their primary employer as of January 1, 1984, plus additional cash income from that employer, except for overtime pay, for the preceding twelve-month period. Income from secondary and/or part-time employment was excluded. Finally, based on experience with the 1979, 1981, 1982, and 1983 surveys, numerous changes were made in demographic variables.

The respondents who provided the information contained in this report were all members of the National Society of Professional Engineers, an organization of individual professional engineers. The National Society of Professional Engineers, containing 54 member state and territorial societies and over 500 local chapters, was organized in 1934 to advance the public interest and the promotion of the professional, social, and economic interests of the professional engineer.

The National Society of Professional Engineers acknowledges with grateful thanks the cooperation of the members of the Society in responding to the questionnaire. Dr. Steven Langer, Managing Consultant of Abbott, Langer & Associates, Chicago-based consultants in personnel management and industrial psychology, designed the survey questionnaire, directed the computer analysis of the data, and prepared the final report.

The survey was conducted under the supervision of the NSPE Professional Employment Committee, chaired by Robert Salvin, P.E.

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Cross tabulation of variables referenced by page numbers											
Highest Degree Earned											
Length of Experience			26								
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Major Branch of Engineering			38	27							
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II. HIGHLIGHTS

The median annual income (salary, fees, and cash bonuses and commissions) of survey participants was \$43,017 annually. This represented an increase of 4.2% in the 12-month period since the preceding survey, slightly greater than the 4.1% increase in the Consumer Price Index during the same period.

Naturally, individual incomes vary widely. For example, the incomes of NSPE members ranged from \$29,350 at the first decile to \$72,000 at the ninth decile.

Median income shows a consistent increase with increased engineering experience. The median income increased from \$26,000 for respondents with under one year of experience to \$52,000 for those with 30 years of experience or more.

As might be expected, graduate engineering degrees resulted in higher earnings. Respondents holding doctorates had a median income of \$52,000; those with the M.S. in engineering \$45,000; and those with the B.S. in engineering \$41,756. Professional engineers with the doctorate are earning 24.5% more in 1984 than those with a B.S. in engineering.

As might also be expected, the median annual income climbed regularly by engineering grade, from \$26,400 for Engineers I and II to \$70,000 for Engineer IX.

When median annual income was analyzed by major branch of engineering, those in petroleum and mining engineering (with a median annual income of \$51,059) did significantly better than those in other branches, followed by those in nuclear (\$47,640) and chemical (\$47,000). Civil engineers engaged primarily in surveying fared least well (\$36,400), followed by agricultural engineers (\$39,000). The median incomes of all other major branches of engineering ranged from \$40,000 to \$45,000.

Engineers in executive and administrative positions were the highest-paid respondents (with a median annual income of \$51,000), followed by those in sales/marketing (\$43,484) and R & D (\$43,000). Engineers working in the design field, those in construction supervision, and those in production, quality control, maintenance, etc., fared least well (\$37,500, \$38,000 and \$38,185 respectively). Teaching/training and project study & analysis fell in the middle (\$40,100 and \$39,800 respectively).

Engineers employed by petroleum & coal product producers had a median income of \$50,675, the highest of the 25 groups reported. This group was followed by those employed by pipeline utilities (\$47,950); by communication services or by chemical, pharmaceutical & allied products manufacturers (both \$47,000). The lowest median incomes were received by employees of state and local governments and the Federal Government (\$37,000, \$37,681, and \$40,869 respectively), and manufacturers of fabricated metal products and transportation equipment (\$41,000 and \$41,211 respectively). Median incomes in the remaining industry and service groups ranged from \$42,430 to \$46,586.

The P.E.'s who had no other registration or who were also Registered Land Surveyors had higher median incomes (\$45,000 and \$44,971) than those few P.E.'s who were also Registered Architects (\$42,744). Land Surveyors had a median income of \$39,700, while those engineers without any professional registration or certification earned \$37,780. The median annual income of engineers-in-training/engineer interns was \$30,100.

Supervisory/managerial responsibility played an important part in determining income. For example, respondents in non-supervisory positions had a median income of \$36,895, while those who supervised one or two engineers, scientists and/or technologists received \$38,000. The median income of those with supervisory responsibility over engineers, scientists and/or technologists ranged from the \$38,000 just mentioned to \$64,500 for those who directed the activities of 50 or more such professionals.

The income of respondents with supervisory or managerial responsibility over clerical, construction, maintenance and/or production employees rose rapidly from \$34,895 for those who supervised three to nine such subordinates to \$69,000 for those who directed 500 or more such employees.

Income by size of organization followed no general trend. Those respondents who were independent practitioners, having no subordinates, had a median annual income of \$45,000. Those in organizations with under 100 employees had median incomes varying from \$40,350 to \$45,000. Those in organizations with 100 or more employees had median incomes varying from \$42,900 to \$49,860, median income tending to increase with size of organization.

When income of engineers in consulting firms was analyzed by annual billings for service, it was found that those in organizations with annual billings of under \$100,000 had a median income of \$38,000, increasing fairly regularly to \$49,000 in organizations with annual billings of \$5,000,000 or more.

Geographically, the highest median incomes were found in Regions 6, 1, and 5 (with median incomes grouped between \$44,500 and \$45,511). The lowest median incomes were found in Regions 4, 3, and 2 (\$40,000, \$41,880, and \$42,000 respectively). With minor reversals between Regions 1 and 5, this income relationship held true even when major metropolitan areas were excluded from the figures.

By metropolitan area, the highest median incomes were found in New York City (\$51,300), Houston (\$50,608), Newark/Jersey City (\$50,000), Los Angeles/Long Beach/San Diego (\$49,400), and San Francisco/Oakland (\$49,000). The lowest median incomes were found in Cincinnati (\$37,109), Cleveland (\$41,696), and Kansas City (\$41,760). The remaining 21 metropolitan areas surveyed had median incomes between \$42,000 and \$48,504.

The median amount of paid vacation received annually by respondents is 15 days. However, the predominant practice is for respondents to receive 10 days of paid vacation annually with under five years of service, 10 to 15 days with five years of service, 15 days with 10 years of service, 20 days with 15 years of service, and 20 or more days with 20 years of service or more.

Over 86% of respondents are covered by company pension plans. The median respondent would receive 50% of his or her highest average earnings upon retirement at age 65 with a minimum of 30 years of service; over three-quarters would receive between 25% and 75%. Almost two-thirds of respondents reported that their employers paid 100% of the pension premium. The predominant practice is to receive complete vesting of pension rights after 10 years of service.

III. DEFINITIONS

Income, as defined for this report, constitutes the individual's *annual base salary* from his or her *primary* employer as of January 1, 1984, *plus additional cash income* from the individual's primary job (including fees, bonuses, and commissions, but excluding overtime pay and income from secondary or part-time employment) during the preceding 12-month period.

In each table, the words "number reported" refer to the usable number of responses from which the statistics were derived for the data line in which that specific number appears.

The term "mean," as used herein, indicates that the annual compensation of all individuals in a group was added together and the total divided by the number of individuals involved. This measure of central tendency can be unduly influenced by a few very high or very low data. While the mean is more convenient for the purpose of certain statistical calculations, greater consideration should be given to the median for comparison purposes, especially when the sample size is small.

As is usually the case, the "median" is defined as the value of the middle item (or the average of the two middle items) of a group of values when they are arrayed from largest to smallest. The advantage of the median is that it provides a measure of central tendency that is not unduly influenced by a few very high or very low data (in this case, atypical annual incomes).

"Quartiles" and "deciles" are measures of dispersion. When all of the incomes are arranged from the highest to the lowest, the first quartile is that income below which 25% of the incomes fall. Likewise, the third quartile is the figure below which 75% of the incomes fall. Ten percent of the incomes fall below the first decile; 90% below the ninth decile.

All other items can be defined by reference to the cover letter and Instruction Book which appear in Appendix A.

IV. METHODOLOGY

The 1984 questionnaire (reproduced in Appendix A) was mailed to 62,371 members of the National Society of Professional Engineers in January 1984. Returns received through March 2, 1984, were processed. The total number of questionnaires returned prior to the cut-off date was 16,132, a 26% response rate. This is a very good rate of response and compares favorably with the 28% response rate in 1983 and the 27% rate of response in 1982, especially considering the general decline in survey response rates during the past year.

A total of 2,024 (12.5%) of the responses were eliminated from the survey for one of the following reasons: no income data or insufficient income data were reported by the respondent; the respondent was on active duty in the Armed Forces, a full-time student, or retired; or the individual was unemployed for all or part of the 12-month period being surveyed. For the purposes of analysis, 14,108 questionnaires were considered usable.

Not every participant provided all of the information requested. If the participant provided complete income data and data on at least one demographic variable, the questionnaire was included in the study. The result of this decision, which in no way lessens the validity of the data reported, is that the total number of cases varies slightly from one table to another.

Tables relating to income by annual billings for service reflect a considerably smaller number of respondents. This is because only those respondents who were employed by engineering, architectural, or consulting firms and who reported the range of annual billings applicable to their firms were included. The table relating to vacation practices reflects a smaller number of respondents owing to the exclusion of self-employed respondents.

An infrequent anomaly appears to exist in the income data reported for a few of the smaller "sub-groups." Analysis of the data indicates that an extremely small number of survey participants reported incomes considerably at variance from what would ordinarily be expected for individuals with a reported demographic characteristic, a common failing of "self-report type" surveys. Regrettably, it was not possible to identify and delete such responses from the computer tape economically. Fortunately, these cases have no appreciable effect upon the medians or quartiles reported for major sub-samples.

Data for sub-groups of extremely small size lack statistical validity. However, such data can provide a guideline if the data are consistent with related information. Therefore, for the convenience of the reader, data are reported for sub-groups with as few as five respondents therein.

To provide maximum data in the space allocated for Appendix B, the computer program for that part of the study was modified to eliminate any line of data for which the sample size was less than five. This resulted in the elimination of many lines of data and some entire sub-tables and tables.

V. INTERPRETING THE DATA

Despite the fact that participation was good, both in number of participants and percentage of participants, it is recommended that data for all pertinent variables be considered simultaneously when the data are interpreted — especially where the sample size of a sub-group is extremely small.

In some small sub-groups of respondents, one or more individuals reported incomes considerably higher or lower than that of the remaining individuals in the sub-group. This unduly influenced the mean for each such sub-group. Therefore, whenever the sample is small and there is a considerable difference between the mean and median in a line of data, greater weight should usually be given to the median than to the mean.

When the information reported in a line of data appears inconsistent with those of related data lines (e.g., the income of respondents with B.S. degrees in non-engineering fields versus those with B.S. degrees in engineering), the relative sample size of each data line should be given greater consideration. More confidence should be placed in the data line having the larger sample size; however, the "rule of reason" should govern.

As the definitions imply, one-half of the respondents were paid more than the median, one-quarter more than the third quartile, and 10% more than the ninth decile. Naturally, length of service and individual capability play a large part in determining an individual's specific income level. Further, as a matter of policy, many employers deliberately set pay rates above the average in order to attract and retain the best possible employees. Therefore, the fact that an individual's salary is above some otherwise-appropriate statistic need not be a matter of concern.

VI. COMPENSATION

Income

As of January 1, 1984, the median total annual income of participants in the 1984 NSPE survey was \$43,017 (including salaries, fees, cash bonuses, and commissions received from the respondents' primary jobs during the preceding 12-month period — but specifically excluding overtime pay). This represented an increase of 4.2% in the 12-month period since the preceding survey, slightly greater than the 4.1% increase in the Consumer Price Index during the same period.

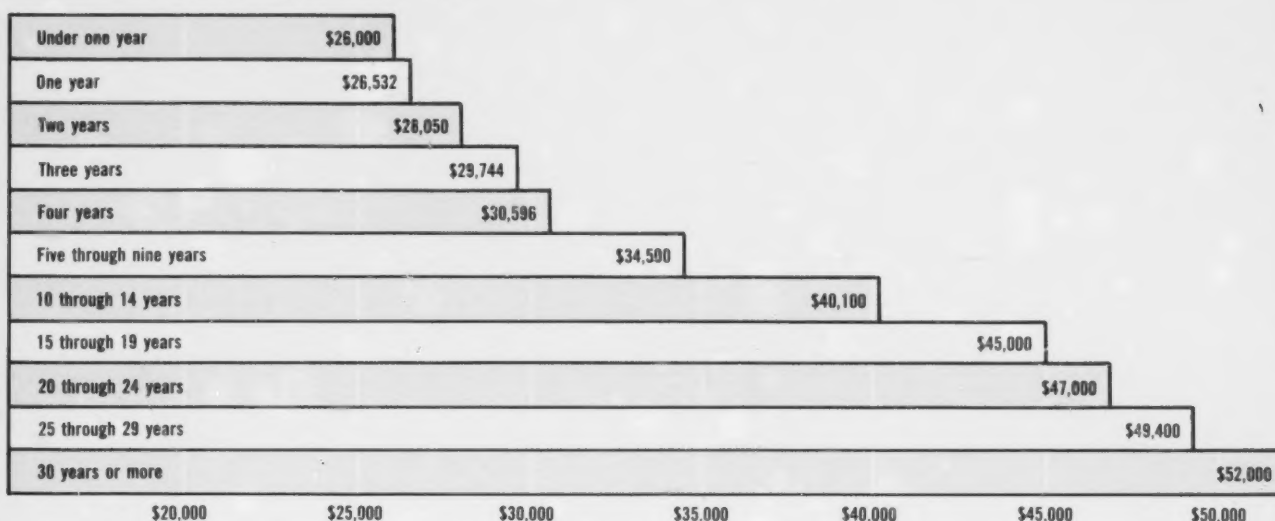
Individual incomes varied widely. As is shown in Exhibit 1, 10% of respondents earned under \$29,350, while 10% earned \$72,000 or more.

Exhibit 1. Income Statistics

	1/1/83	1/1/84
Number Reporting	16,038	14,108
Mean Income	\$47,731	\$48,484
Fractiles:		
First Decile	\$28,026	\$29,350
First Quartile	\$33,375	\$35,000
Median	\$41,300	\$43,017
Third Quartile	\$52,500	\$54,947
Ninth Decile	\$70,000	\$72,000

	All Members Responding							Full-Time Salaried Employees Only	
	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
All Such Respondents	14,108	\$48,484	\$29,350	\$35,000	\$43,017	\$54,947	\$72,000	11,322	\$42,000

EXHIBIT 2. Income by Length of Experience



Length of Experience

Median income showed a consistent increase with increased engineering experience. As is shown in Exhibit 2, the median income of respondents increased regularly from \$26,000 for those with under one year of experience (up 1.0% from last year's survey) to \$52,000 for those with 30 years of experience or more (up 4.0%). This is a 100% "spread," as compared with the 94.2% "spread" found in the 1983 survey, the 87.3% found by the 1982 survey, the 97.9% found in 1981, and the 111.4% found in 1979. It represents an average increase of about 3.3% per year of experience, consistent with findings in other engineering studies.

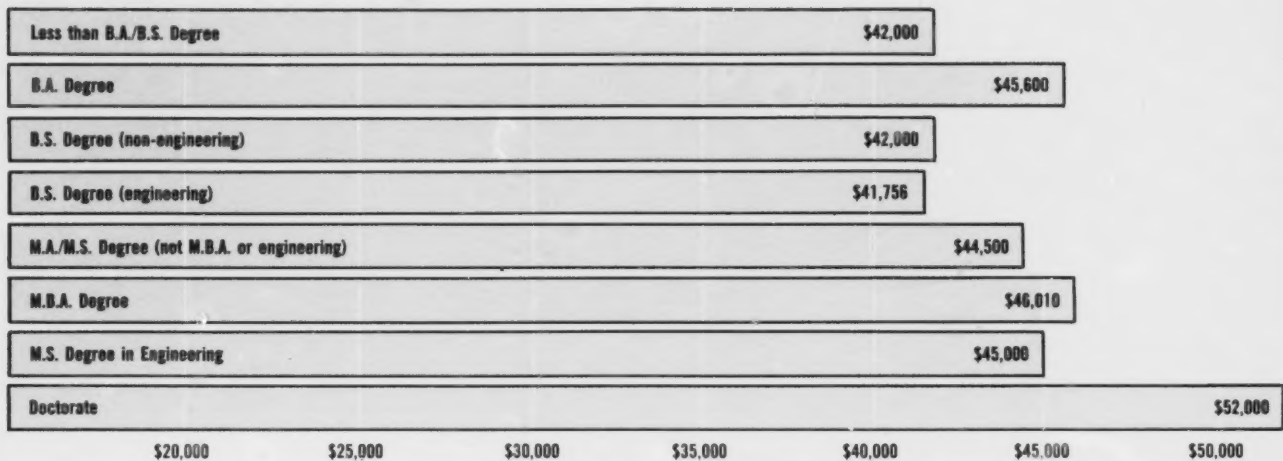
Earnings differences increased with the number of years of experience and were greatest in the most experienced groups. The inter-quartile range (the difference between the first and third quartiles), which is the best measure of the income

range, increased from \$5,658 (24.6%) for those with under one year of experience to \$12,112 (34.7%) for those with 10–14 years of experience, \$18,600 (47.1%) with 20–24 years of experience, and \$24,285 (57.5%) with 30 years of experience or more.

One finding, not consistent with previous surveys in this series, is that the earnings of the lowest-paid group (i.e., the first decile) do not remain at an almost constant level, regardless of additional experience over 20 years; however, they do not increase greatly with added experience. Among the highest-paid (i.e., the ninth decile), on the other hand, added years of experience resulted in increased annual earnings of \$17,000 from 20–24 years of experience to 30 years of experience or more.

Length of Experience	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Under One Year	85	\$27,761	\$20,560	\$22,992	\$26,000	\$28,650	\$33,000	79	\$25,250
One Year	120	\$28,836	\$20,875	\$22,525	\$26,532	\$29,450	\$34,320	113	\$26,543
Two Years	257	\$28,820	\$22,840	\$25,454	\$28,050	\$30,562	\$34,998	246	\$28,103
Three Years	293	\$30,282	\$23,000	\$25,980	\$29,744	\$33,000	\$37,500	279	\$29,744
Four Years	383	\$31,830	\$23,246	\$27,010	\$30,596	\$34,075	\$40,503	366	\$30,598
Five through Nine Years	1,948	\$36,318	\$26,803	\$30,213	\$34,500	\$40,000	\$47,000	1,807	\$34,400
10 through 14 Years	2,283	\$43,030	\$30,152	\$34,888	\$40,100	\$47,000	\$57,040	1,930	\$40,000
15 through 19 Years	1,559	\$49,129	\$33,264	\$38,610	\$45,000	\$54,974	\$67,120	1,235	\$44,500
20 through 24 Years	1,816	\$52,279	\$33,986	\$39,500	\$47,000	\$58,100	\$75,000	1,393	\$46,036
25 through 29 Years	1,789	\$54,514	\$35,000	\$41,000	\$49,400	\$60,320	\$80,180	1,302	\$48,000
30 Years or More	3,496	\$59,324	\$35,464	\$42,270	\$52,000	\$66,555	\$92,000	2,519	\$50,909

EXHIBIT 3. Income by Level of Education



Level of Education

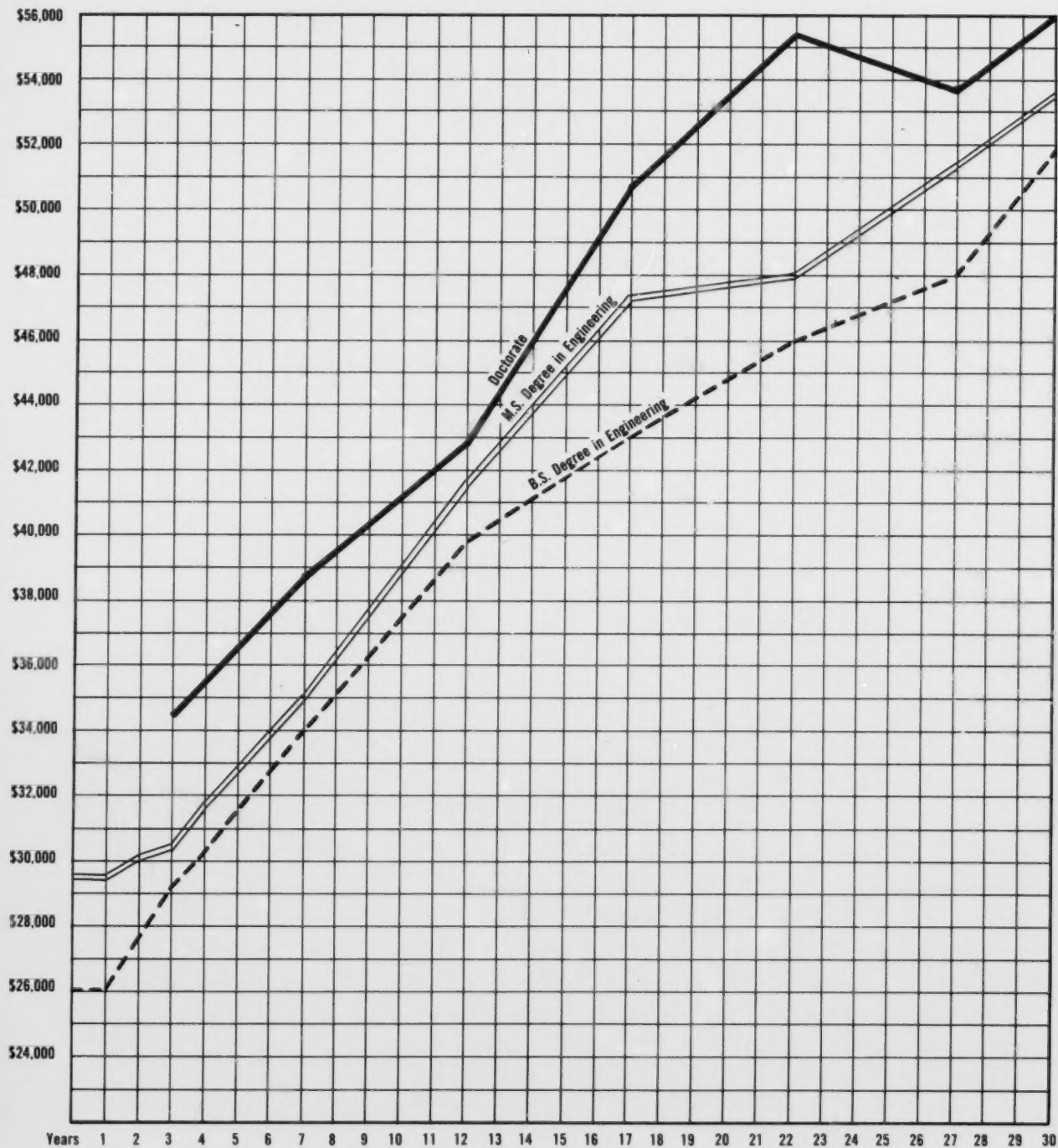
Median income by level of education earned is reported in Exhibit 3. As is obvious, the general rule is that increased education in the engineering field results in higher earnings. Respondents holding doctorates had a median income of \$52,000 (up 4.1% since last year's survey); those with the M.S. in engineering \$45,000 (up 5.8%); and those with the B.S. in engineering \$41,756 (up 4.4%). Those holding the doctorate were earning 24.5% more than those with a B.S. in engineering; the comparable figures in previous years are

24.9% in 1983, 21.0% in both 1982 and 1981, and 20.7% in 1979.

NSPE members holding the MBA degree had a higher median income than those holding the M.S. in engineering. However, a higher percentage of MBA graduates are in executive/administrative jobs, an area that pays better than straight engineering. The same holds true of B.A./B.S. graduates versus engineering graduates at the baccalaureate level.

Level of Education	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Less than B.A./B.S. Degree	437	\$46,528	\$29,067	\$35,225	\$42,000	\$53,554	\$68,196	322	\$40,450
B.A. Degree	287	\$53,163	\$32,720	\$38,189	\$45,600	\$59,875	\$86,400	211	\$44,000
B.S. Degree (non-engineering)	227	\$46,963	\$28,280	\$33,695	\$42,000	\$51,553	\$65,000	186	\$41,550
B.S. Degree (engineering)	8,508	\$47,206	\$28,100	\$33,769	\$41,756	\$53,000	\$71,570	7,052	\$40,359
M.A./M.S. Degree (not MBA or engineering) ..	440	\$48,009	\$30,875	\$36,900	\$44,500	\$53,961	\$65,650	359	\$44,080
MBA Degree	608	\$52,006	\$32,324	\$38,600	\$46,010	\$56,200	\$75,000	535	\$45,822
M.S. Degree in Engineering	2,799	\$49,749	\$30,300	\$36,483	\$45,000	\$55,500	\$73,000	2,273	\$44,146
Doctorate	641	\$56,638	\$35,460	\$42,438	\$52,000	\$64,000	\$78,000	262	\$52,754

EXHIBIT 4. Income by Length of Experience and Level of Education



Length of Experience and Highest Degree Earned

Income by engineering experience vs. level of education for the three largest groups by degree held is reported graphically and in tabular form in Exhibit 4 and, for all degrees investigated, in tabular form in Appendix B.

The curves by median income for the B.S. in engineering, M.S. in engineering, and Ph.D. are fairly smooth and follow the relationship that might be expected. Two minor anomalies

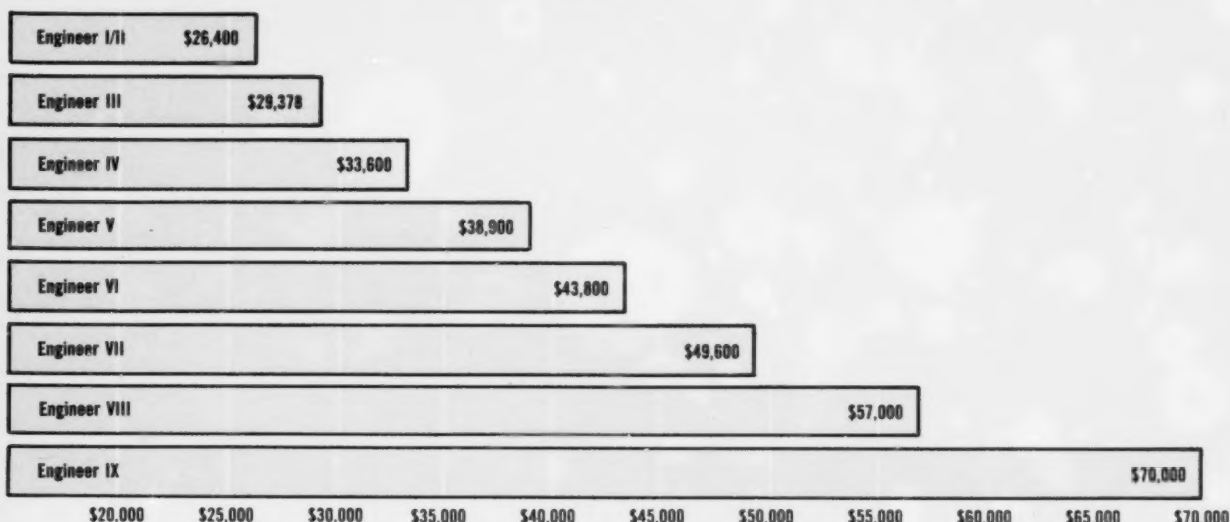
in income have appeared, undoubtedly due to normal survey error.

Between five through nine years of experience (below which there are not sufficient data for doctoral degrees for realistic analysis) and 30 years of experience or more, the "spreads" of median income for the B.S. (engineering), M.S. (engineering), and Ph.D. were 52.5%, 53.4%, and 45.1%.

Exhibit 4. Income by Length of Experience and Highest Degree Earned

Variable & Category	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
B.S. Degree (engineering)							
Under One Year	73	\$26,990	\$20,066	\$22,926	\$26,000	\$27,925	\$32,936
One Year	97	\$27,012	\$20,324	\$22,075	\$26,088	\$28,586	\$31,840
Two Years	213	\$28,070	\$22,400	\$25,000	\$27,800	\$30,000	\$32,552
Three Years	235	\$29,922	\$22,500	\$25,620	\$29,270	\$32,688	\$37,400
Four Years	285	\$31,386	\$22,400	\$26,773	\$30,150	\$33,878	\$38,000
Five through Nine Years	1,280	\$35,824	\$26,200	\$30,000	\$34,000	\$38,898	\$46,530
10 through 14 Years	1,368	\$42,007	\$30,000	\$34,236	\$39,600	\$46,000	\$55,170
15 through 19 Years	781	\$47,958	\$32,847	\$37,438	\$43,000	\$52,230	\$65,000
20 through 24 Years	1,010	\$51,756	\$34,000	\$39,100	\$45,988	\$56,000	\$75,200
25 through 29 Years	996	\$53,680	\$35,000	\$40,041	\$48,000	\$60,000	\$80,000
30 Years or More	2,132	\$59,288	\$35,000	\$42,000	\$51,863	\$67,000	\$92,251
M.S. Degree in Engineering							
Under One Year	7	\$27,326	\$22,888	\$23,500	\$29,520	\$30,225	\$30,540
One Year	13	\$27,962	\$21,000	\$22,163	\$29,400	\$31,365	\$33,679
Two Years	33	\$32,995	\$24,960	\$27,963	\$30,100	\$34,994	\$38,799
Three Years	34	\$31,007	\$23,936	\$26,549	\$30,250	\$34,140	\$37,570
Four Years	60	\$32,961	\$24,693	\$27,020	\$31,925	\$35,225	\$42,150
Five through Nine Years	427	\$36,620	\$27,726	\$31,000	\$35,000	\$40,545	\$46,760
10 through 14 Years	532	\$44,542	\$31,521	\$36,000	\$41,528	\$48,000	\$57,843
15 through 19 Years	380	\$51,516	\$35,150	\$40,278	\$47,396	\$59,400	\$72,250
20 through 24 Years	371	\$52,785	\$34,203	\$40,100	\$48,000	\$60,000	\$73,798
25 through 29 Years	327	\$56,503	\$37,280	\$43,540	\$51,500	\$60,845	\$81,594
30 Years or More	604	\$61,260	\$36,498	\$44,225	\$53,690	\$68,900	\$96,000
Doctorate							
Under One Year	—	—	—	—	—	—	—
One Year	—	—	—	—	—	—	—
Two Years	—	—	—	—	—	—	—
Three Years	6	\$32,840	\$26,894	\$27,709	\$34,263	\$36,000	\$37,800
Four Years	—	—	—	—	—	—	—
Five through Nine Years	34	\$40,227	\$29,950	\$34,000	\$38,600	\$45,405	\$52,468
10 through 14 Years	66	\$46,422	\$30,735	\$36,687	\$42,767	\$51,700	\$64,800
15 through 19 Years	92	\$52,950	\$36,647	\$43,500	\$50,695	\$60,000	\$68,298
20 through 24 Years	100	\$58,386	\$36,600	\$45,585	\$55,409	\$64,900	\$74,022
25 through 29 Years	125	\$59,860	\$38,700	\$46,150	\$53,600	\$68,000	\$88,300
30 Years or More	202	\$62,715	\$39,000	\$47,800	\$56,000	\$69,000	\$86,150

EXHIBIT 5. Income by Level of Professional Responsibility



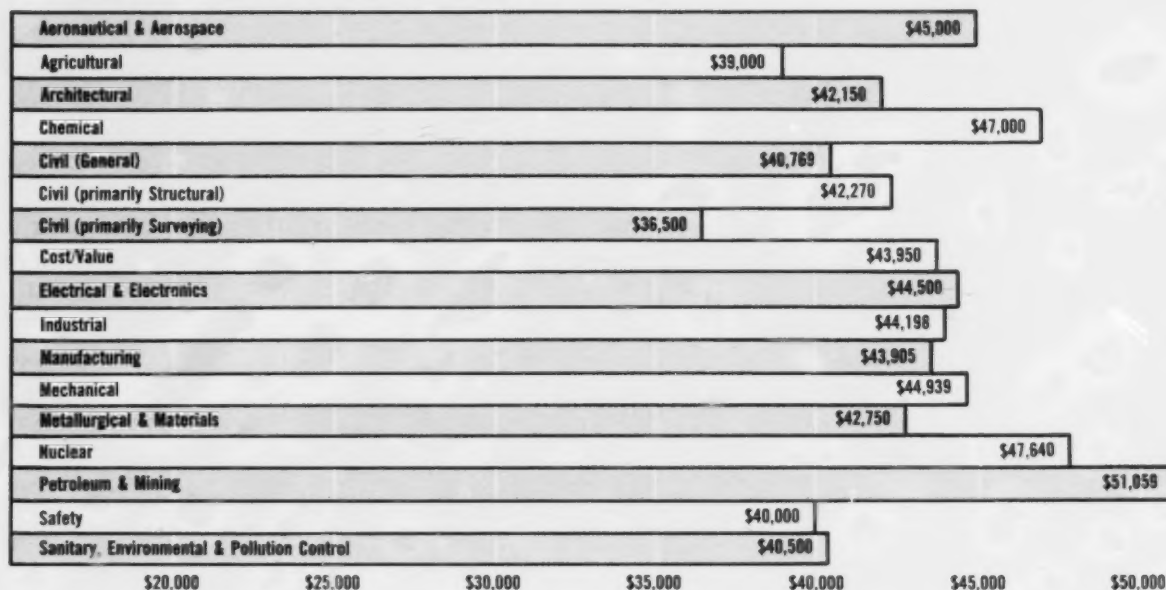
Level of Professional Responsibility

Of all survey participants, 92% were able to match their level of professional responsibility to one of the engineering grades defined in the Instruction Book (see Appendix A). (Of the remaining 8%, some did not respond. Others indicated that their position encompassed or fell between two levels or that their level of professional responsibility was not adequately described.) As might be expected, NSPE members fall primarily into the higher grades (Engineer IV through VIII), with the median member falling into Engineer VI. (It should be noted that respondents' "self-grading" may not always be uniformly accurate, despite the detailed guidelines furnished in this and previous surveys.)

Exhibit 5 reports income by engineering grade. The graph follows the shape expected, rising from a median of \$26,400 for Engineer I/II (up 0.6% in the past year) to \$70,000 for Engineer IX (up 1.5%). This is a 165.2% "spread," slightly better than the 162.9%, 160.2%, and 160.3% "spreads" found in 1983, 1982, and 1981 respectively, but lower than the 173.4% found in 1979. (A more extensive exhibit reporting income by engineering grade vs. length of experience appears in Appendix B.)

Level of Responsibility	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Engineer I/II	179	\$27,319	\$20,870	\$22,180	\$26,400	\$30,925	\$ 35,296	171	\$26,400
Engineer III	720	\$30,357	\$23,387	\$25,859	\$29,378	\$33,600	\$ 39,047	700	\$29,331
Engineer IV	1,972	\$34,802	\$26,000	\$29,500	\$33,600	\$38,800	\$ 44,671	1,862	\$33,527
Engineer V	2,647	\$40,305	\$30,000	\$34,000	\$38,900	\$45,000	\$ 51,500	2,362	\$38,676
Engineer VI	2,546	\$45,789	\$32,900	\$38,000	\$43,800	\$50,400	\$ 60,000	2,138	\$43,724
Engineer VII	2,169	\$52,047	\$36,957	\$42,114	\$49,600	\$57,285	\$ 70,000	1,609	\$49,600
Engineer VIII	1,801	\$62,316	\$40,000	\$47,700	\$57,000	\$70,000	\$ 92,000	1,175	\$56,325
Engineer IX	954	\$80,783	\$46,490	\$57,664	\$70,000	\$94,475	\$129,080	601	\$69,786

EXHIBIT 6. Income by Major Branch of Engineering



Major Branch of Engineering

The highest median incomes by major branch of engineering went to those respondents working in petroleum & mining engineering (\$51,059 — down 2.7% in the past year), nuclear engineering (\$47,640 — up 10.8%), chemical engineering (\$47,000 — up 0.4%), and aeronautical & aerospace engineering (\$45,000 — up 6.8%).

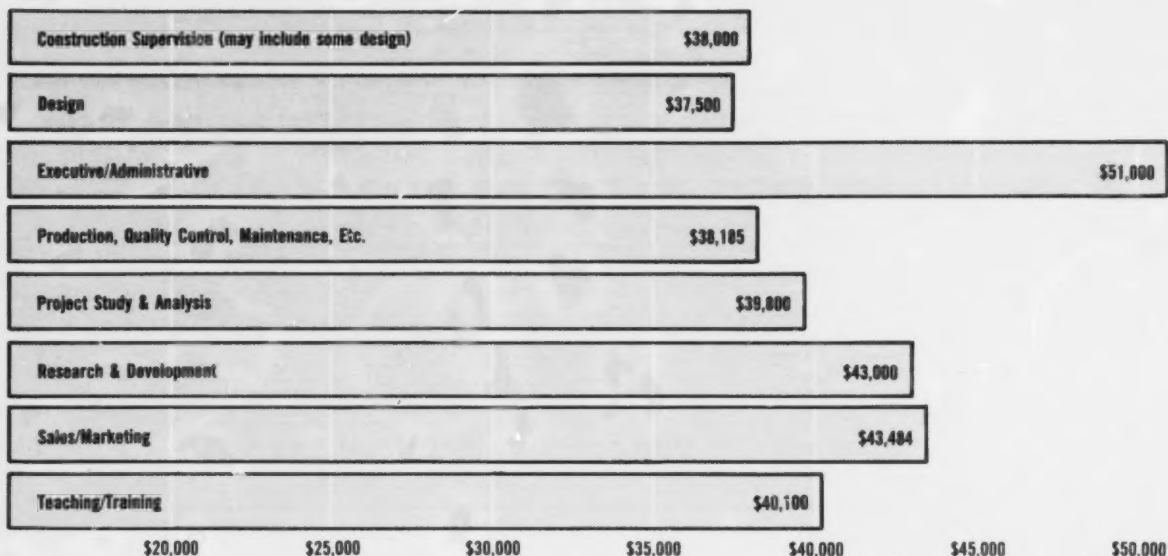
At the other end of the spectrum were those employed primarily in surveying (\$36,400 — up 1.1%), agricultural engineering (\$39,000 — up 1.4%), safety engineering (\$40,000 — down 1.3%), sanitary engineering — including environ-

mental & pollution control (\$40,500 — up 3.8%), and civil engineering — excluding structural and surveying (\$40,769 — up 5.0%). The remaining eight major branches of engineering surveyed had median incomes ranging from \$42,150 to \$44,939.

Income statistics are shown both graphically and in tabular form in Exhibit 6. (A more extensive exhibit reporting income by major branch of engineering vs. length of experience appears in Appendix B.)

Major Branch of Engineering	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Aeronautical & Aerospace	167	\$47,096	\$29,400	\$35,810	\$45,000	\$55,000	\$63,496	146	\$44,350
Agricultural	161	\$41,737	\$25,943	\$31,995	\$39,000	\$48,425	\$60,700	108	\$38,000
Architectural	130	\$49,716	\$25,202	\$32,000	\$42,150	\$58,444	\$80,469	74	\$39,750
Chemical	527	\$51,945	\$30,920	\$36,200	\$47,000	\$60,000	\$77,000	468	\$46,350
Civil (General)	4,222	\$46,740	\$27,762	\$33,280	\$40,769	\$52,000	\$70,000	3,287	\$39,500
Civil (primarily Structural)	1,096	\$47,773	\$28,000	\$34,000	\$42,270	\$54,450	\$74,208	783	\$40,400
Civil (primarily Surveying)	105	\$42,514	\$22,173	\$26,500	\$36,400	\$55,125	\$68,500	42	\$31,222
Cost/Value	56	\$45,619	\$31,282	\$38,053	\$43,950	\$50,890	\$60,700	53	\$44,000
Electrical & Electronic	2,423	\$48,694	\$31,388	\$37,281	\$44,500	\$54,471	\$69,000	2,084	\$43,996
Industrial	240	\$48,762	\$29,868	\$34,230	\$44,198	\$54,000	\$72,276	202	\$43,000
Manufacturing	154	\$47,897	\$30,595	\$35,300	\$43,905	\$55,500	\$70,834	141	\$42,960
Mechanical	2,535	\$49,785	\$30,200	\$36,174	\$44,939	\$55,694	\$74,000	2,054	\$43,090
Metallurgical & Materials	76	\$50,376	\$27,358	\$32,375	\$42,750	\$55,875	\$77,939	58	\$39,864
Nuclear	125	\$52,884	\$34,272	\$37,958	\$47,640	\$59,519	\$76,000	110	\$46,682
Petroleum & Mining	324	\$59,429	\$32,796	\$40,458	\$51,059	\$69,875	\$90,200	261	\$50,220
Safety	44	\$44,110	\$27,524	\$35,250	\$40,000	\$47,920	\$69,900	35	\$39,315
Sanitary, Environmental & Pollution Control	733	\$46,433	\$28,480	\$33,280	\$40,500	\$51,588	\$66,070	609	\$39,213

EXHIBIT 7. Income by Job Function



Job Function

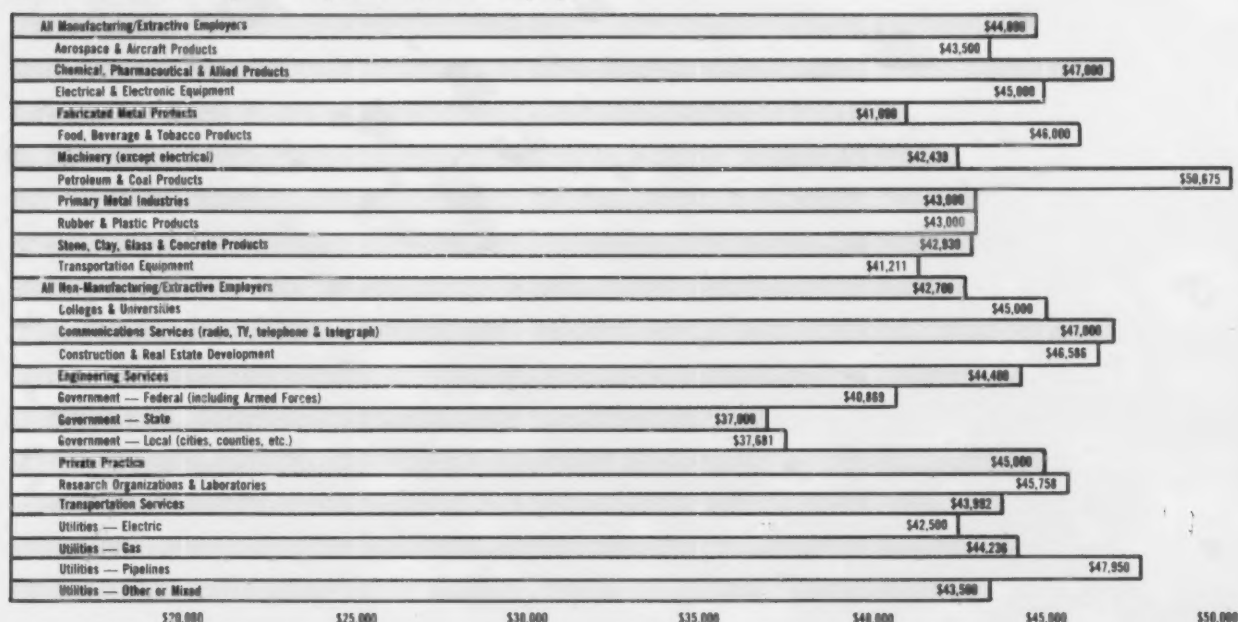
As in the past, median annual income was highest for respondents in executive/administrative job functions (\$51,000 — up 2.0% in the past year), followed by that of those in sales/marketing (\$43,484 — up 2.6%), and R & D (\$43,000 — up 4.8%). The lowest median incomes were received by those in design (\$37,500 — up 5.0%), construction supervision (\$38,000 — up 4.4%), and production/quality control/maintenance (\$38,185 — up 4.0%). As usual,

teaching/training and project study & analysis fell between those two groups, with median incomes of \$40,100 and \$39,800 (up 4.4% and 5.3% respectively).

A comparison of median incomes by job function appears in Exhibit 7. An expanded version of this exhibit (with "breakouts" of income by length of experience, geographic area, etc.) appears in Appendix B.

Job Function	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Construction Supervision (may include some design)	1,014	\$41,467	\$26,750	\$31,387	\$38,000	\$45,800	\$56,885	908	\$37,530
Design	3,090	\$39,942	\$26,444	\$31,000	\$37,500	\$45,600	\$55,312	2,579	\$36,800
Executive/Administrative	5,644	\$58,371	\$35,000	\$41,684	\$51,000	\$65,399	\$90,000	4,248	\$49,545
Production, Quality Control, Maintenance, etc.	760	\$40,586	\$28,970	\$32,566	\$38,185	\$45,000	\$54,550	740	\$38,173
Project Study & Analysis	1,057	\$42,029	\$28,200	\$33,000	\$39,800	\$47,463	\$56,550	967	\$39,372
Research & Development	620	\$44,567	\$30,000	\$36,000	\$43,000	\$51,000	\$60,000	563	\$43,000
Sales/Marketing	455	\$46,910	\$30,000	\$36,000	\$43,484	\$52,963	\$65,000	403	\$42,600
Teaching/Training	315	\$42,570	\$28,365	\$33,125	\$40,100	\$50,133	\$58,897	31	\$36,000

EXHIBIT 8. Income by Industry or Service of Employer



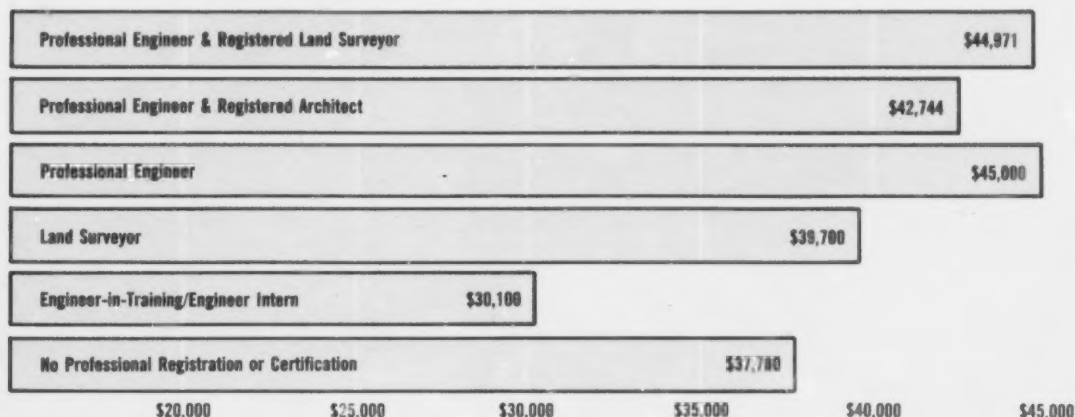
Industry or Service of Employer

Respondents employed by petroleum & coal product producers had the highest median income (\$50,675 — up 4.5% since last year's survey) of the 25 industry and service groups studied, followed by those employed by pipeline utilities (\$47,950 — up 6.6%), by communications services and chemical, pharmaceutical & allied products manufacturers (both \$47,000 — up 9.4% and 3.2% respectively), and in the area of construction & real estate development (\$46,586 — down 1.9%). Those receiving the lowest median incomes were employed by state and local governments and

the Federal Government (\$37,000, \$37,681, and \$40,869 respectively — up 5.7%, 5.5%, and 6.2%); and manufacturers of fabricated metal products and transportation equipment (\$41,000 and \$41,211 — up 2.5% and 3.5% respectively). Respondents in all remaining employer groups had median annual incomes ranging from \$42,430 to \$46,586. Exhibit 8 reports income data by industry or service of employer for all manufacturing firms, all non-manufacturing organizations, and 25 specific types of employer.

Industry or Service of Employer	All Members Responding							Full-Time Salaried Employees Only	
	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
All Manufacturing/Extractive Employers ...	3,453	\$49,816	\$30,000	\$36,000	\$44,800	\$56,000	\$74,500	3,226	\$44,000
Aerospace & Aircraft Products	282	\$45,063	\$29,514	\$35,691	\$43,500	\$51,900	\$60,000	272	\$43,500
Chemical, Pharmaceutical & Allied Products	397	\$51,552	\$32,510	\$37,695	\$47,000	\$59,450	\$76,752	390	\$47,000
Electrical & Electronic Equipment	564	\$49,467	\$30,000	\$36,430	\$45,000	\$55,000	\$72,000	524	\$44,000
Fabricated Metal Products	372	\$47,861	\$29,000	\$33,600	\$41,000	\$53,050	\$74,300	335	\$40,080
Food, Beverage & Tobacco Products	155	\$50,676	\$31,000	\$39,161	\$46,000	\$57,840	\$73,900	151	\$46,000
Machinery (except electrical)	240	\$47,468	\$27,600	\$33,270	\$42,430	\$55,900	\$74,750	218	\$42,000
Petroleum & Coal Products	530	\$58,546	\$33,904	\$40,200	\$50,675	\$69,000	\$90,900	489	\$50,000
Primary Metal Industries	121	\$45,887	\$29,986	\$33,005	\$43,000	\$51,153	\$66,340	118	\$42,250
Rubber & Plastic Products	71	\$45,370	\$32,100	\$35,625	\$43,000	\$53,000	\$64,520	68	\$43,233
Stone, Clay, Glass & Concrete Products	146	\$47,969	\$30,474	\$35,940	\$42,930	\$54,200	\$67,840	132	\$41,925
Transportation Equipment	177	\$45,043	\$28,900	\$34,875	\$41,211	\$50,670	\$58,460	169	\$41,000
All Non-Manufacturing/Extractive Employers	10,630	\$48,026	\$29,000	\$34,866	\$42,700	\$54,121	\$71,000	8,086	\$41,000
Colleges & Universities	542	\$46,692	\$29,722	\$36,000	\$45,000	\$55,000	\$66,105	99	\$44,190
Communications Services (radio, TV, telephone & telegraph)	247	\$51,859	\$34,888	\$40,000	\$47,000	\$57,375	\$77,760	236	\$46,713
Construction & Real Estate Development ...	728	\$56,508	\$30,000	\$36,350	\$46,586	\$65,000	\$95,700	509	\$44,000
Engineering Services	1,714	\$48,631	\$28,181	\$34,820	\$44,400	\$56,000	\$73,000	1,402	\$43,257
Government — Federal (including Armed Forces)	774	\$42,001	\$29,500	\$34,312	\$40,869	\$48,418	\$55,899	764	\$40,759
Government — State	628	\$37,759	\$25,000	\$30,906	\$37,000	\$42,723	\$50,887	615	\$36,960
Government — Local (cities, counties, etc.) ..	884	\$38,819	\$27,500	\$32,000	\$37,681	\$43,737	\$50,032	862	\$37,500
Private Practice	2,959	\$51,853	\$28,200	\$35,000	\$45,000	\$60,000	\$83,500	1,529	\$40,000
Research Organizations & Laboratories	190	\$47,964	\$31,390	\$37,100	\$45,758	\$53,000	\$67,075	182	\$45,625
Transportation Services	79	\$48,468	\$30,004	\$35,175	\$43,992	\$53,594	\$67,848	73	\$43,992
Utilities — Electric	1,092	\$46,507	\$31,189	\$36,135	\$42,500	\$52,000	\$64,937	1,079	\$42,500
Utilities — Gas	154	\$47,909	\$31,272	\$34,560	\$44,236	\$53,700	\$64,016	150	\$43,683
Utilities — Pipelines	92	\$53,825	\$34,574	\$39,690	\$47,950	\$63,360	\$83,426	90	\$48,225
Utilities — Other or Mixed	253	\$47,267	\$31,364	\$36,600	\$43,500	\$53,725	\$64,016	249	\$43,100

EXHIBIT 9. Income by Registration Status



Registration Status

Only 1.7% of respondents were not registered or certified. As is to be expected, 88.1% were P.E.'s, 11.3% being both P.E.'s and Registered Land Surveyors, but only 0.4% being both P.E.'s and Registered Architects. The remaining participants who provided this information were Engineers-in-Training/Engineer Interns (who composed 9.8% of the sample), and Land Surveyors (0.3%).

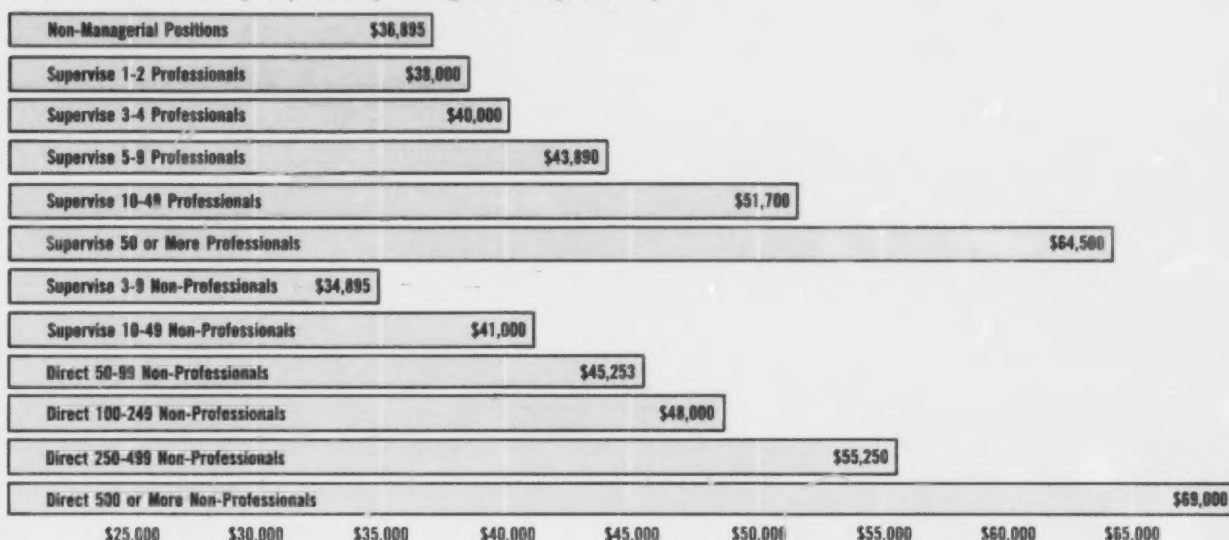
Exhibit 9 reports income by registration-certification status. P.E.'s without other licenses and P.E.'s who were also Registered Land Surveyors almost tied for highest median

income (\$45,000 and \$44,971 — up 4.7% and 5.1% respectively). Those few respondents who were both P.E.'s and Registered Architects enjoyed the next-highest median annual income (\$42,744). Land Surveyors were fourth in median income (\$39,700 — up 14.7%), followed by unregistered-uncertified individuals (\$37,780 — up 9.5%). Naturally, Engineers-in-Training/Engineer Interns had the lowest median income (\$30,100 — up 3.4%).

An extensive exhibit containing data on income by registration status vs. length of experience appears in Appendix B.

Registration Status	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Professional Engineer & Registered Land Surveyor	1,585	\$51,910	\$30,227	\$36,000	\$44,971	\$59,475	\$82,600	978	\$42,390
Professional Engineer & Registered Architect	51	\$45,209	\$25,000	\$35,244	\$42,744	\$50,400	\$69,700	26	\$43,590
Professional Engineer	10,739	\$50,234	\$31,400	\$37,000	\$45,000	\$56,000	\$73,570	8,697	\$44,000
Land Surveyor	47	\$43,321	\$22,722	\$29,600	\$39,700	\$53,750	\$68,350	28	\$31,350
Engineer-in-Training/Engineer Intern	1,379	\$32,108	\$23,000	\$26,400	\$30,100	\$35,000	\$41,460	1,329	\$30,120
No Professional Registration or Certification	240	\$42,930	\$26,200	\$30,000	\$37,780	\$47,844	\$61,000	215	\$37,200

EXHIBIT 10. Income by Supervisory/Managerial Responsibility



Supervisory/Managerial Responsibility

Over two-thirds of the respondents who provided this information had clear-cut supervisory or managerial responsibility to a greater or lesser degree. This responsibility played an important part in determining income.

The income data by such responsibility contain no surprises, increasing regularly with increased supervisory/managerial responsibility — except that the median income of non-supervisory positions is slightly higher than that of positions with the lowest level of supervisory responsibility over non-professionals (which may represent, in part, foreman positions). As is usual, supervision of engineering & other professional personnel is reflected in higher earnings than is supervision of clerical, construction, maintenance, and production personnel, given the same number of subordinates.

Respondents in non-supervisory positions had a median income of \$36,895 (up 5.4% in the last year), while the

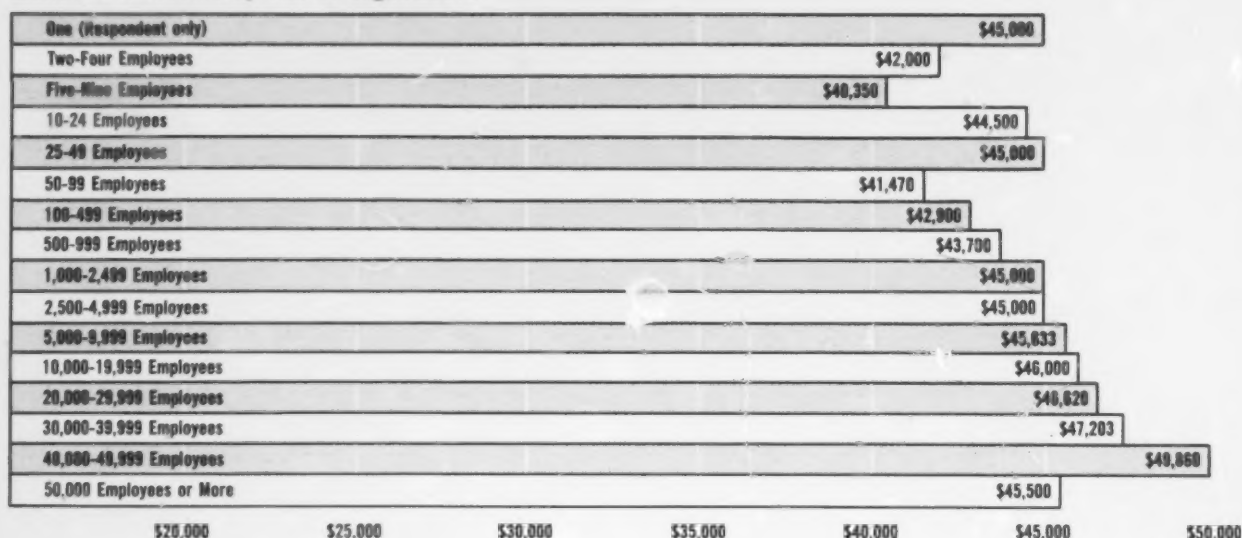
median income of those with supervisory or managerial responsibility over engineers, scientists and/or technologists increased regularly from \$38,000 (up 5.6%) for those who supervised one or two such professionals to \$64,500 (up 5.7%) for those who directed the activities of 50 or more such professionals.

Those who supervised three to nine clerical, construction, maintenance and/or production employees received a median income of \$34,895 (up 4.2%). The median income of respondents with supervisory or managerial responsibility over clerical, construction, maintenance and/or production employees rose to \$41,000 (up 2.6%) when they directed the activities of 10-49 non-professionals and continued up regularly to \$69,000 (up 6.3%) when they managed 500 or more non-professionals.

These data are displayed in Exhibit 10. Additional information on this variable appears in Appendix B.

Supervisory/Managerial Responsibility	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Non-Manual Positions	2,755	\$39,112	\$26,520	\$31,000	\$36,895	\$44,515	\$ 53,000	2,457	\$36,480
Supervise 1-2 Professionals	476	\$39,535	\$27,306	\$32,000	\$38,000	\$45,050	\$ 51,790	425	\$38,000
Supervise 3-4 Professionals	815	\$42,459	\$29,988	\$34,320	\$40,000	\$47,493	\$ 55,450	692	\$39,913
Supervise 5-9 Professionals	1,193	\$46,664	\$32,299	\$37,799	\$43,890	\$51,603	\$ 63,240	1,009	\$43,300
Supervise 10-49 Professionals	1,335	\$55,690	\$37,800	\$43,456	\$51,700	\$61,998	\$ 76,500	1,067	\$50,000
Supervise 50 or More Professionals	437	\$73,775	\$44,004	\$52,000	\$64,500	\$85,000	\$118,600	354	\$63,000
Supervise 3-9 Non-Professionals	575	\$38,451	\$25,000	\$29,000	\$34,895	\$42,964	\$ 52,134	493	\$34,237
Supervise 10-49 Non-Professionals	533	\$45,983	\$29,390	\$34,181	\$41,000	\$50,000	\$ 67,200	420	\$39,350
Direct 50-99 Non-Professionals	158	\$52,017	\$29,879	\$36,200	\$45,253	\$60,000	\$ 80,000	133	\$44,000
Direct 100-249 Non-Professionals	89	\$53,939	\$35,080	\$41,354	\$48,000	\$60,050	\$ 82,330	76	\$47,200
Direct 250-499 Non-Professionals	24	\$62,225	\$45,549	\$49,388	\$55,250	\$64,250	\$104,748	22	\$55,250
Direct 500 or More Non-Professionals	18	\$78,597	\$45,111	\$60,000	\$69,000	\$90,800	\$121,400	18	\$69,000

EXHIBIT 11. Income by Size of Organization



Size of Organization

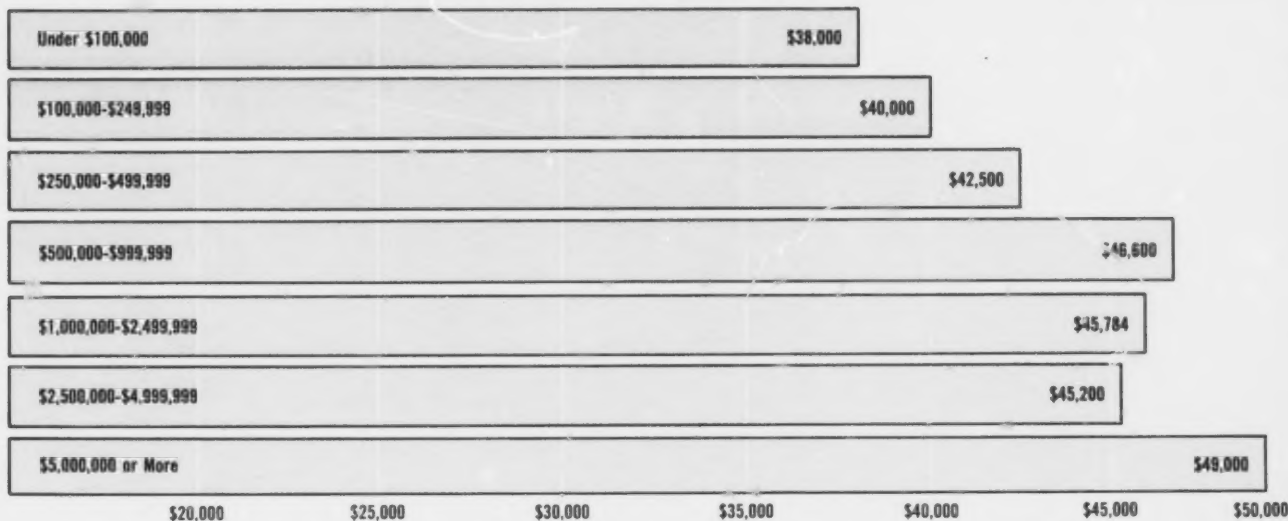
Income by size of organization followed no single, general trend. Those respondents who were independent practitioners (with no subordinates) had a median annual income of \$45,000 (up 6.4% in the last year). Those in organizations with from two to four and five to nine employees had median incomes of \$42,000 and \$40,350 (up 5.0% and 0.9% respectively); those in organizations with 10-24 and 25-49 employees had median incomes of \$44,500 and \$45,000 (up

5.6% and 4.3% respectively). Thereafter, salaries rose with some regularity from \$41,470 in organizations with 50-99 employees (down 1.3%) to \$49,860 in organizations having 40,000 to 49,999 employees (up 10.5%), declining thereafter to \$45,500 in organizations with 50,000 employees or more (up 3.4%).

The income statistics for this variable appear in Exhibit 11, with a more extensive analysis in Appendix B.

Size of Organization	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
One (Respondent only)	202	\$51,522	\$27,812	\$33,800	\$45,000	\$61,000	\$80,960	5	\$34,000
Two-Four Employees	340	\$47,201	\$25,000	\$31,100	\$42,000	\$54,135	\$75,000	53	\$37,200
Five-Nine Employees	554	\$45,541	\$25,000	\$31,000	\$40,350	\$53,000	\$68,910	188	\$35,100
10-24 Employees	1,110	\$50,444	\$27,000	\$33,604	\$44,500	\$59,000	\$80,000	505	\$36,000
25-49 Employees	1,021	\$51,590	\$28,500	\$34,300	\$45,000	\$60,000	\$82,700	652	\$38,550
50-99 Employees	1,066	\$49,864	\$28,020	\$33,300	\$41,470	\$57,219	\$82,960	826	\$38,982
100-499 Employees	1,992	\$49,886	\$29,400	\$35,000	\$42,900	\$55,000	\$78,210	1,733	\$41,662
500-999 Employees	949	\$49,749	\$30,500	\$36,000	\$43,700	\$54,430	\$72,095	866	\$43,165
1,000-2,499 Employees	1,291	\$49,158	\$31,189	\$36,653	\$45,000	\$55,109	\$68,604	1,186	\$44,660
2,500-4,999 Employees	929	\$49,591	\$31,944	\$37,675	\$45,000	\$56,679	\$68,950	841	\$44,190
5,000-9,999 Employees	748	\$49,390	\$31,602	\$37,450	\$45,633	\$56,000	\$71,280	706	\$45,030
10,000-19,999 Employees	619	\$50,815	\$32,592	\$38,863	\$46,000	\$56,943	\$75,000	596	\$46,000
20,000-29,999 Employees	266	\$51,901	\$30,952	\$37,790	\$46,620	\$58,500	\$77,700	260	\$46,620
30,000-39,999 Employees	199	\$52,484	\$32,964	\$38,050	\$47,203	\$57,804	\$75,276	199	\$47,203
40,000-49,999 Employees	150	\$52,522	\$31,380	\$40,000	\$49,860	\$64,000	\$73,150	147	\$40,800
50,000 Employees or More	927	\$49,630	\$31,209	\$37,385	\$45,500	\$56,000	\$70,240	918	\$45,490

EXHIBIT 12. Income by Annual Billings for Service (Consulting Firms Only)



Annual Billings for Service

As is shown in Exhibit 12, the median income of respondents owning or working in organizations in private practice/engineering/architectural/design services increased fairly regularly with the increase in annual billing for services. For example, those in firms with annual billings of under

\$100,000 had a median income of \$38,000 (down 1.3% in the past year) vs. \$49,000 for those whose firms billed \$5,000,000 or more annually (up 5.4%). Further analysis of these data appears in Appendix B.

Annual Billing For Services (Consulting Firms Only)	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Under \$100,000	308	\$41,230	\$25,000	\$30,000	\$38,000	\$50,000	\$63,472	25	\$37,440
\$100,000-\$249,999	435	\$47,447	\$25,000	\$30,000	\$40,000	\$54,000	\$76,895	96	\$31,600
\$250,000-\$499,999	517	\$46,058	\$28,000	\$34,513	\$42,500	\$52,850	\$69,900	172	\$34,785
\$500,000-\$999,999	607	\$52,067	\$29,008	\$35,000	\$46,600	\$60,000	\$81,752	266	\$36,050
\$1,000,000-\$2,499,999	836	\$53,457	\$29,505	\$36,000	\$45,784	\$60,960	\$85,000	514	\$40,000
\$2,500,000-\$4,999,999	618	\$54,036	\$29,606	\$35,600	\$45,200	\$64,000	\$93,160	455	\$40,250
\$5,000,000 or More	2,084	\$56,162	\$32,000	\$39,360	\$49,000	\$63,000	\$89,982	1,861	\$47,000

EXHIBIT 13. Income By Region (Metropolitan Areas Included)

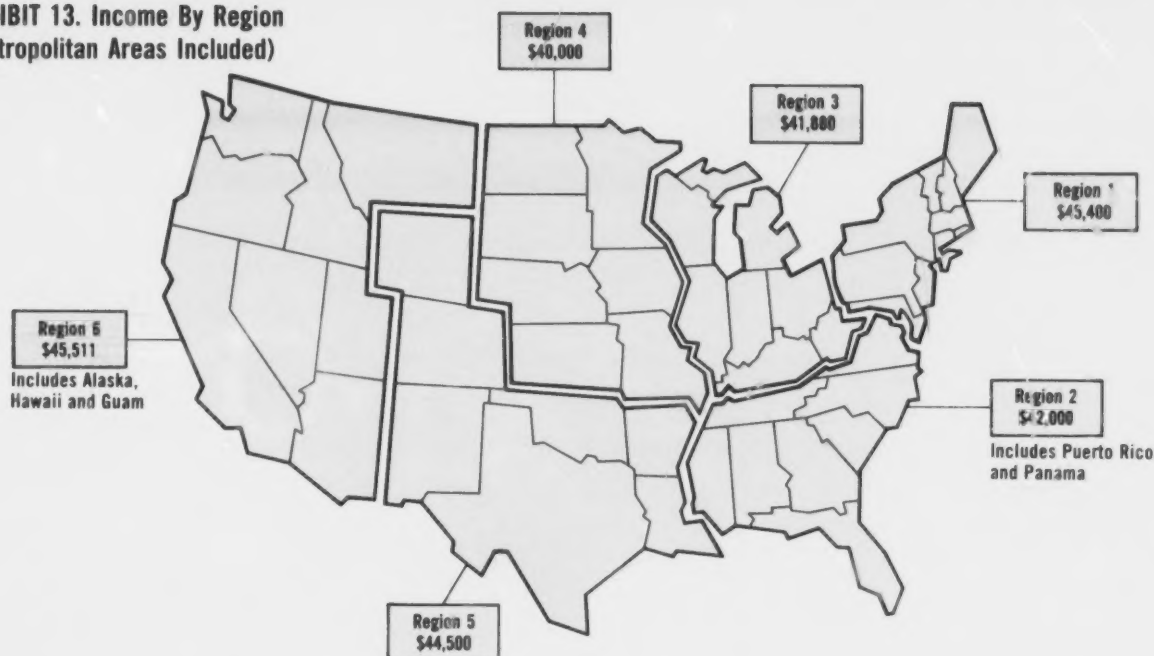


Exhibit 13

Geographic Variations

Income by geographic region (including metropolitan areas surveyed) is reported in Exhibit 13. As the data indicate, the highest median income is in Region 6, the Pacific and western states, (\$45,511 — up 6.1%), followed closely by Region 1, the northeastern states (\$45,400 — up 4.1%) and Region 5,

primarily the southwestern states (\$44,500 — up 3.4%). The lowest median incomes were found in Region 4, primarily the Great Plains states (\$40,000 — up 5.3%), followed by Region 3, primarily the Great Lakes states (\$41,880 — up 5.8%), and Region 2, the southern states (\$42,000 — up 3.8%).

Region (including metropolitan areas surveyed)	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Region 1	2,941	\$50,433	\$29,900	\$36,000	\$45,400	\$57,921	\$75,000	2,398	\$44,098
Region 2	2,527	\$46,926	\$28,500	\$34,255	\$42,000	\$52,500	\$68,186	2,023	\$41,020
Region 3	2,884	\$46,255	\$28,200	\$33,800	\$41,880	\$52,000	\$68,520	2,347	\$40,500
Region 4	1,604	\$44,918	\$28,500	\$33,500	\$40,000	\$50,000	\$66,002	1,337	\$39,300
Region 5	2,626	\$51,036	\$30,000	\$36,000	\$44,500	\$58,000	\$76,800	2,052	\$42,990
Region 6	1,460	\$50,400	\$30,530	\$36,884	\$45,511	\$57,000	\$75,000	1,111	\$44,000

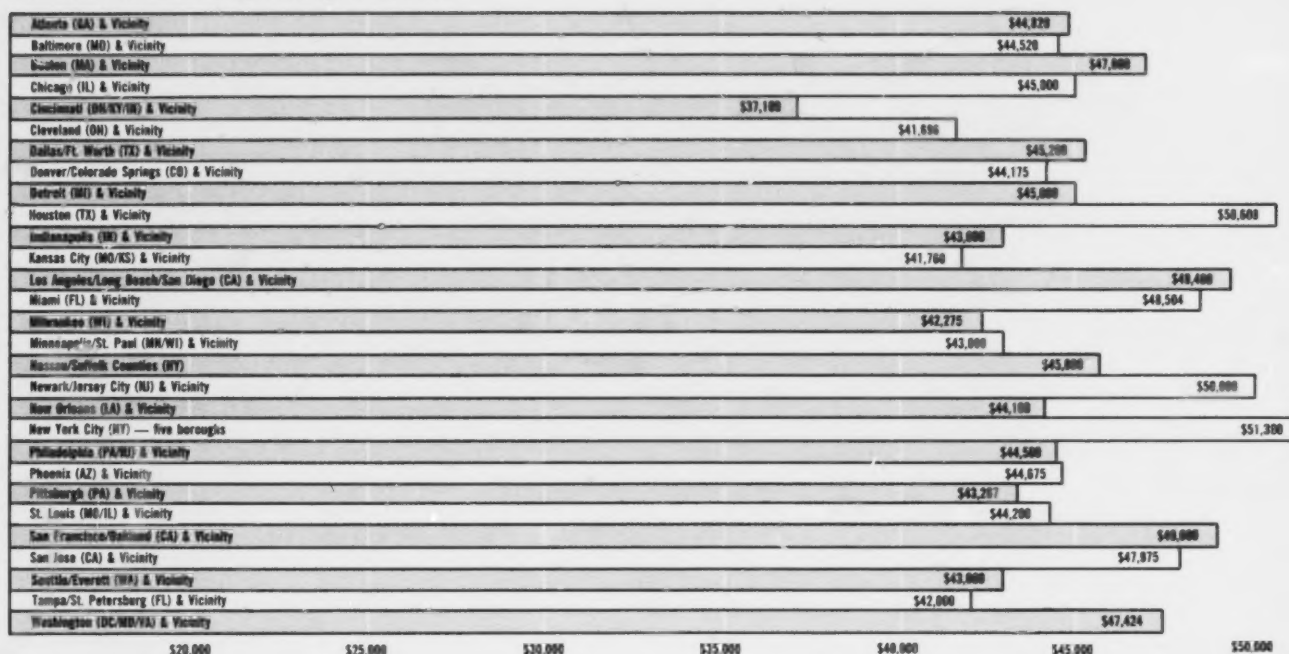
Exhibit 14

As is shown in Exhibit 14, when median income data by region were analyzed excluding the metropolitan areas which were surveyed (listed in Exhibit 15), the rank order reported

above changed only slightly, with a reversal of the ranking of Regions 1 and 5.

Region (excluding metropolitan areas surveyed)	Number Reported	Mean	All Members Responding					Full-Time Salaried Employees Only	
			First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Region 1	1,109	\$47,084	\$28,000	\$33,638	\$42,000	\$54,000	\$70,075	895	\$41,265
Region 2	1,732	\$46,085	\$27,871	\$33,235	\$41,239	\$51,330	\$68,430	1,398	\$40,295
Region 3	1,269	\$43,952	\$27,030	\$32,288	\$40,000	\$49,000	\$64,000	1,009	\$39,030
Region 4	864	\$41,114	\$27,693	\$32,464	\$37,668	\$45,000	\$57,603	713	\$37,260
Region 5	1,355	\$48,381	\$29,760	\$35,000	\$42,100	\$54,288	\$74,400	1,052	\$41,200
Region 6	722	\$46,399	\$29,924	\$35,000	\$43,127	\$53,519	\$69,000	534	\$41,406

EXHIBIT 15. Income by Metropolitan Area



When the data were analyzed by metropolitan area, the highest median income was found in New York City (\$51,300 — up 5.8% since last year's survey). Following were Houston & vicinity (\$50,608 — up 2.2%), Newark/Jersey City (\$50,000 — up 3.9%), Los Angeles/Long Beach/San Diego (\$49,400 — up 7.9%), and San Francisco/Oakland (\$49,000 — down 2.0%). The lowest median incomes found in this study of 29 metropolitan areas were in Cincinnati (\$37,109 — down

1.0%), Cleveland (\$41,696 — up 9.0%), Kansas City (\$41,760 — up 3.6%), Tampa/St. Petersburg (\$42,000 — up 3.7%), and Milwaukee (\$42,275 — up 1.5%). The remaining 19 metropolitan areas surveyed showed median incomes of respondents in the \$43,000 to \$48,504 range. Graphic and tabular representations of income by metropolitan area appear in Exhibit 15.

Metropolitan Area	All Members Responding							Full-Time Salaried Employees Only	
	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Atlanta (GA) & Vicinity	257	\$48,847	\$32,020	\$37,000	\$44,820	\$56,700	\$67,900	202	\$43,690
Baltimore (MD) & Vicinity	115	\$49,015	\$30,200	\$37,559	\$44,520	\$52,910	\$68,000	91	\$43,300
Boston (MA) & Vicinity	258	\$51,529	\$33,022	\$38,850	\$47,000	\$60,000	\$75,000	211	\$45,000
Chicago (IL) & Vicinity	564	\$49,835	\$31,000	\$36,798	\$45,000	\$56,000	\$73,575	495	\$44,000
Cincinnati (OH/KY/IN) & Vicinity	202	\$41,543	\$27,968	\$30,984	\$37,109	\$49,000	\$61,028	162	\$36,000
Cleveland (OH) & Vicinity	208	\$47,595	\$26,156	\$32,521	\$41,696	\$55,000	\$73,609	164	\$39,886
Dallas/Ft. Worth (TX) & Vicinity	407	\$52,934	\$30,018	\$36,815	\$45,200	\$60,000	\$81,800	309	\$42,100
Denver/Colorado Springs (CO) & Vicinity	216	\$50,770	\$30,550	\$37,200	\$44,175	\$54,999	\$74,900	163	\$42,948
Detroit (MI) & Vicinity	287	\$51,250	\$30,867	\$37,650	\$45,000	\$55,000	\$75,000	240	\$44,230
Houston (TX) & Vicinity	491	\$57,767	\$33,300	\$40,000	\$50,608	\$65,000	\$90,400	396	\$50,000
Indianapolis (IN) & Vicinity	112	\$48,372	\$26,000	\$35,000	\$43,000	\$53,950	\$72,046	88	\$42,000
Kansas City (MO/KS) & Vicinity	320	\$46,806	\$28,398	\$33,951	\$41,760	\$52,170	\$69,550	270	\$41,000
Los Angeles/Long Beach/San Diego (CA) & Vicinity	295	\$56,095	\$33,904	\$40,180	\$49,400	\$62,646	\$82,100	233	\$47,600
Miami (FL) & Vicinity	212	\$51,677	\$32,171	\$38,980	\$48,504	\$56,352	\$75,000	165	\$45,000
Milwaukee (WI) & Vicinity	168	\$46,721	\$28,735	\$33,606	\$42,275	\$52,354	\$74,050	138	\$42,000
Minneapolis/St. Paul (MN/WI) & Vicinity	217	\$49,592	\$30,600	\$36,783	\$43,000	\$54,738	\$74,846	178	\$41,410
Nassau/Suffolk Counties (NY)	111	\$49,839	\$32,928	\$39,000	\$45,800	\$54,700	\$64,400	88	\$44,000
Newark/Jersey City (NJ) & Vicinity	262	\$56,589	\$33,000	\$40,000	\$50,000	\$65,000	\$85,300	206	\$47,175
New Orleans (LA) & Vicinity	163	\$48,510	\$30,160	\$35,000	\$44,100	\$54,320	\$67,054	135	\$43,000
New York City (NY) — five boroughs	291	\$58,393	\$32,320	\$40,500	\$51,300	\$67,000	\$90,800	226	\$48,823
Philadelphia (PA/NJ) & Vicinity	365	\$49,617	\$29,354	\$34,950	\$44,500	\$58,236	\$77,000	297	\$44,000
Phoenix (AZ) & Vicinity	103	\$49,212	\$32,800	\$36,656	\$44,675	\$55,096	\$79,000	70	\$42,250
Pittsburgh (PA) & Vicinity	230	\$49,946	\$28,384	\$33,920	\$43,267	\$55,000	\$74,248	201	\$42,000
St. Louis (MO/IL) & Vicinity	267	\$50,618	\$29,840	\$35,011	\$44,200	\$57,875	\$79,418	222	\$42,660
San Francisco/Oakland (CA) & Vicinity	157	\$57,291	\$32,400	\$41,015	\$49,000	\$64,675	\$88,400	126	\$47,532
San Jose (CA) & Vicinity	78	\$51,696	\$30,650	\$42,012	\$47,975	\$60,000	\$69,700	60	\$47,649
Seattle/Everett (WA) & Vicinity	106	\$51,677	\$30,320	\$36,360	\$43,000	\$55,550	\$83,000	89	\$42,584
Tampa/St. Petersburg (FL) & Vicinity	167	\$44,983	\$29,000	\$34,325	\$42,000	\$49,980	\$62,880	129	\$40,000
Washington (DC/MD/VA) & Vicinity	375	\$50,420	\$30,100	\$38,625	\$47,424	\$58,290	\$69,600	324	\$46,647

VII. FRINGE BENEFITS AND WORKING CONDITIONS

Vacation

The length of vacation granted is usually a function of one's length of service with an employer. Consequently, Exhibit 17 provides a frequency distribution of lengths of service vs. lengths of paid vacation leave granted annually. As might be expected, those respondents with longer periods of service with their present employers enjoy a significantly longer paid vacation annually than do shorter-tenured employees.

The predominant practice is to grant 10 days of paid vacation annually to those respondents with under five years of service with their employer. From five through nine years of service, the predominant practice is to provide 10 to 15 days of vacation. Fifteen days of vacation is predominant with 10 to 14 years of service, 20 days with 15 to 19 years, and 20 days or more with 20 years of service or more.

Exhibit 16. Amount of Annual Paid Vacation vs. Years with Present Employer

Length of Paid Vacation	Under 1 year	1 or 2 Years	3 or 4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25 Years or More
Under 10 Days	44	41	29	25	12	12	8	12
10 Days	207	653	842	564	96	18	14	19
11-14 Days	99	269	318	436	120	25	16	33
15 Days	48	119	222	977	800	178	60	65
16-19 Days	14	20	55	167	243	103	34	47
20 Days	17	54	77	178	316	448	296	346
21-24 Days	10	29	55	106	148	154	163	195
25 Days or More	11	20	33	79	103	217	349	275

NOTE: Predominant practice has been underscored in each column.

Pension Plans

Among appropriate respondents, 13.3% reported that their employers do not have a pension plan. An additional 24.7% of the respondents did not know the retirement value of the coverage of their employers' pension plan.

For almost one-third (33.2%) of the remaining respondents, their employers' pension plans provide for a pension of between 51% and 74% of their highest average earnings upon retirement at age 65 with a minimum of 30 years of service with the employer. The next most common figure is between 26% and 49% (reported by 28.3%). About 14.6% will receive 50% of their highest average earnings; 10.8% will receive 75% or more; 9.5% under 25%; and the remaining 3.5% will receive 25%. Responses to this question were tabulated in Exhibit 18.

Over 12% of respondents did not know the vesting provisions of their employers' pension plans. As shown in Exhibit 19, the predominant practice (almost 57%) reported by the remainder was that they were completely vested and eligible for the full pension benefits provided by their employers after 10 years of service. Almost 15% reported vesting after five years; over 7% after 15 years. The "Rule of 45 (age plus years of service)" was reported as applicable to their vesting by 4.3%. The remaining 16.9% reported some other vesting provision.

When asked "What percentage of the premium of your employer's pension plan is paid by your employer?", 16.6% of respondents whose employers had a pension plan responded that they did not know. Of the remainder of the respondents, almost two-thirds (63.6%) had the entire premium paid by their employers; 12.3% had 50% paid by their employers; 11.3% paid; and 2.7% had none of the premium paid by their employers. (See Exhibit 20).

Exhibit 17. Value of Pension Coverage of Employer Plans*

Value of Pension Coverage*	Frequency	Percent	Cumulative Percent
Under 25%	686	9.5%	9.5%
25%	256	3.5%	13.0%
26%-49%	2,054	28.3%	41.3%
50%	1,060	14.6%	56.0%
51%-74%	2,404	33.2%	89.2%
75% or More	786	10.8%	100.0%

*As a percentage of highest average earnings upon retirement at age with a minimum of 30 years of service.

Exhibit 18. Vesting Provisions of Pension Plans

Vesting Provisions	Frequency	Percent
Vested after five years	1,362	14.9%
Vested after ten years	5,188	56.8%
Vested after 15 years	651	7.1%
Rule of 45 (age plus years of service) ...	394	4.3%
Other provisions	1,546	16.9%

Exhibit 19. Employer Contributions to Employer's Pension Plan

Employer Contribution	Frequency	Percent	Cumulative Percent
None (0)	229	2.7%	2.7%
Under 50% (1%-49%)	963	11.3%	14.0%
50%	1,053	12.3%	26.3%
51%-74%	586	6.9%	33.2%
75%-99%	278	3.3%	36.4%
100%	5,426	63.6%	100.0%



December 30, 1983

Dear NSPE Member:

Response to the 1983 NSPE Income & Salary Survey, the seventeenth in a series dating back to 1952, was excellent. This major survey, conducted among all NSPE members, has become a standard information source for everyone concerned with professional engineering salary scales. Because of its importance, we urge all Society members to participate.

As the enclosed questionnaire indicates, this survey will provide an intensive look at the compensation of professional engineers. The report will provide considerably more useful statistical information from a larger data base than any other survey in the engineering field.

An article summarizing the survey findings will be published in Professional Engineer. If you want more detailed information than a magazine article can possibly provide, you can reserve your copy of the extensive, completely updated survey report today (at the substantial membership discount) by completing and returning the enclosed order form along with your check. (Orders received prior to April 1 will be filled at the further-reduced price of \$25.00.) All orders will be filled promptly upon publication of the report, scheduled for May 28, 1984.

Whether or not you wish to order a copy, please take a few minutes right now to complete and mail the Survey Reply Card. Your assistance will be appreciated most sincerely. Please return the card no later than March 1st.

Sincerely yours,

Robert Salvin, P.E.
Chairman, Professional
Employment Committee

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AN EQUAL OPPORTUNITY EMPLOYER

Instruction Book

A. Employment Status. As of January 1, 1984, what was your employment status? (Please select the one response below which best describes your status at that time and post the code number for it in the space provided under A on the Survey Reply Card.)

- | | | |
|---|---------------------------------------|---|
| 1 Self-employed full-time (owner or principal). | 3 On college/university faculty. | 6 Full-time student. |
| 2 Employed full-time (salaried employee). | 4 On active duty in the Armed Forces. | 7 Unemployed. |
| | 5 Retired or working part-time. | 8 Other (not adequately described above). |

B. Unemployment Data. During the period from January 1, 1983 through January 1, 1984, how long were you unemployed? Post the code number under B on the Survey Reply Card.

- | | |
|---|--|
| 1 Not unemployed (employed or self-employed all year or all academic year/retired/full-time student). | 3 Unemployed at least one month but less than two months. |
| 2 Unemployed less than one month. | 4 Unemployed at least two months but less than three months. |
| | 5 Unemployed three months or more. |

C. Base Salary from Primary Job. As of January 1, 1984, what was your annual base salary from your primary full-time job? (Exclude fees, overtime pay, bonuses, and commissions. Also exclude income from secondary employment - such as part-time teaching, part-time consulting, etc.)

NOTE: If your base annual salary was less than \$10,000 (e.g. \$9,525), post it in the six boxes under C on the Survey Reply Card as follows:

A	B	C						D						E
		0	0	9	5	2	5							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

If between \$10,000 and \$99,000 (e.g. \$27,375), write it as follows:

A	B	C						D						E
		0	2	7	3	7	5							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

If \$100,000 or more (e.g., \$137,657), write it as follows:

A	B	C						D						E
		1	3	7	6	5	7							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

If no base salary, fill in with zeros, as follows:

A	B	C						D						E
		0	0	0	0	0	0							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

D. Other Cash Compensation from Primary Employment. During the period from January 1, 1983 to January 1, 1984, what additional cash income did you receive from your primary job? (Include fees, bonuses and commissions but exclude salary, overtime pay and income from secondary or part-time employment.)

NOTE: Use the same posting system as in C above. If "none," fill in with zeros.

Continued Overleaf

E. Length of experience. In the two boxes under E on the Survey Reply Card, post the code number for the total number of years of professional experience you have had in the engineering field (including related managerial experience).

☐ 1 Under one year.	☐ 4 Three years.	☐ 7 10 through 14 years.	☐ 0 25 through 29 years.
☐ 2 One year.	☐ 5 Four years.	☐ 8 15 through 19 years.	☐ 1 30 years or more.
☐ 3 Two years.	☐ 6 Five through nine years.	☐ 9 20 through 24 years.	

F. Highest Degree Earned. (Please exclude honorary degrees.)

☐ 1 Less than a BA/BS Degree	☐ 4 B.S. Degree (engineering).	☐ 7 M.S. Degree in engineering.
☐ 2 B.A. Degree.	☐ 5 MA/MS Degree (not MBA or engineering)	☐ 8 Doctorate.
☐ 3 B.S. Degree (non-engineering).	☐ 6 MBA Degree.	☐ 9 Other (not adequately described above).

G. Major Branch of Engineering. In the two boxes under G on the Survey Reply Card, post the code number which identifies your major branch of engineering work (as of January 1, 1984).

☐ 1 Aeronautical & Aerospace.	☐ 6 Civil (primarily Structural).	☐ 0 Industrial.	☐ 5 Petroleum & Mining.
☐ 2 Agricultural.	☐ 7 Civil (primarily Surveying).	☐ 1 Manufacturing.	☐ 6 Safety.
☐ 3 Architectural.	☐ 8 Cost/Value.	☐ 2 Mechanical.	☐ 7 Sanitary, Environmental & Pollution Control.
☐ 4 Chemical.	☐ 9 Electrical & Electronic.	☐ 3 Metallurgical & Materials.	☐ 8 Other or a combination of those above.
☐ 5 Civil (General).		☐ 4 Nuclear.	

H. Job Function. Which one of the following best describes your job function on January 1, 1984?

☐ 1 Construction Supervision (may include some design).	☐ 3 Executive/Administrative.	☐ 5 Project Study & Analysis.	☐ 8 Teaching/Training.
☐ 2 Design.	☐ 4 Production, Quality Control, Maintenance, etc.	☐ 6 Research & Development.	☐ 9 Other (not adequately described above).
		☐ 7 Sales/Marketing.	

I. Sex of Respondent. (For statistical purposes only.)

☐ 1 Male	☐ 2 Female	☐ 3 I prefer not to answer this question.
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J. Origin of Respondent. (E.E.O. Classifications.)

☐ 1 White (not of Hispanic origin).	☐ 4 Asian or Pacific Islander.	☐ 6 Other (not adequately described above).
☐ 2 Black.	☐ 5 American Indian or Alaskan Native.	☐ 7 I prefer not to answer this question.
☐ 3 Hispanic.		

K. Industry or Service of Employer. In the two boxes under K on the Survey Reply Card, post the code number of the one response which best describes the industry or service of your employer.

MANUFACTURING/EXTRACTIVE EMPLOYERS

☐ 1 Aerospace & Aircraft Products.
☐ 2 Chemical, Pharmaceutical & Allied Products (excluding 14 below).
☐ 3 Electrical & Electronic Equipment.
☐ 4 Fabricated Metal Products.
☐ 5 Food, Beverage & Tobacco Products.
☐ 6 Machinery (except electrical).
☐ 7 Petroleum & Coal Products.
☐ 8 Primary Metal Industries.
☐ 9 Rubber & Plastic Products.
☐ 0 Stone, Clay, Glass & Concrete Products.
☐ 1 Transportation Equipment (excluding 11 above) (automotive, farm, marine & railroad equipment, parts & accessories).
☐ 2 Other Manufacturing/Extractive employers (not listed above).

NON-MANUFACTURING/EXTRACTIVE EMPLOYERS

☐ 1 Colleges & Universities.
☐ 2 Communication Services (radio, TV, telephone & telegraph).
☐ 3 Construction & Real Estate Development.
☐ 4 Engineering Services (excluding 38 below).
☐ 5 Government - Federal (including Armed Forces).
☐ 6 Government - State.
☐ 7 Government - Local (cities, counties, etc.).
☐ 8 Private Practice (excluding 34 above).
☐ 9 Research Organizations & Laboratories (excluding 31 above).
☐ 0 Transportation Services (air, railroad, trucking, water, warehousing).
☐ 1 Utilities - Electric.
☐ 2 Utilities - Gas.
☐ 3 Utilities - Pipelines.
☐ 4 Utilities - Other or Mixed.
☐ 5 Other Non-Manufacturing/Extractive employers (not listed above).

L. Registration Status of Respondent.

☐ 1 Professional Engineer (P.E.) and Registered Land Surveyor (L.S.).	☐ 3 Professional Engineer (P.E.).	☐ 6 No professional registration or certification.
☐ 2 Professional Engineer (P.E.) and Registered Architect (R.A.).	☐ 4 Land Surveyor.	☐ 7 Some other professional registration and/or certification.
	☐ 5 Engineer-in Training/Engineer Intern.	

M. Type of Supervisory Responsibility. Under M, post the code number for the statement below which best describes your supervisory status on January 1, 1984.

☐ 1 I had no consistent supervisory responsibility (staff engineer or specialist, consultant, etc.).
☐ 2 I supervised engineers, scientists and/or technologists (without significant involvement in directing the activities of clerical, construction, maintenance or production employees).
☐ 3 I supervised clerical, construction, maintenance and/or production employees (without significant involvement in directing the activities of engineers, scientists and/or technologists).
☐ 4 Other or a combination of 2 and 3 above.

N. Level of Supervisory Responsibility. Under N on the Survey Reply Card, post the code number for the number of employees you supervised or directed (of the type which you specified for Question M) on January 1, 1984.

☐ 0 None.	☐ 3 Five to nine employees.	☐ 6 100 to 249 employees.
☐ 1 One or two employees.	☐ 4 10 to 49 employees.	☐ 7 250 to 499 employees.
☐ 2 Three or four employees.	☐ 5 50 to 99 employees.	☐ 8 500 or more employees.

0. Level of Professional Responsibility. Under 0 on the Survey Reply Card, post the code number below which best describes your level of professional responsibility as of January 1, 1984.

[1] ----. Not adequately described below.

[2] ENGINEER I/II (equivalent to GS 5 and GS 7). Typical Duties & Responsibilities: Using prescribed methods, performs specific and limited portions of a broader assignment of an experienced engineer. Applies standard practices and techniques in specific situations, adjusts and correlates data, recognizes discrepancies in results, and follows operations through a series of related detailed steps or processes. Direction Received: Supervisor screens assignments for unusual or difficult problems and selects techniques and procedures to be applied on non-routine work. Receives close supervision on new aspects of assignments. Responsibility for Direction of Others: May be assisted by a few aides or technicians.

[3] ENGINEER III (equivalent to GS 9). Typical Duties & Responsibilities: Performs work that involves conventional types of plans, investigations, surveys, structures, or equipment with relatively few complex features for which there are precedents. Assignments usually include one or more of the following: Equipment design and development; test of materials; preparation of specifications; process study; research investigations; report preparation; and other activities of limited scope requiring knowledge of principles and techniques commonly employed in the specific narrow area of assignments. Direction Received: Receives instructions on specific assignment objectives, complex features, and possible solutions. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment. Responsibility for Direction of Others: May supervise or coordinate the work of draftsmen, technicians, and others who assist in specific assignments.

[4] ENGINEER IV (equivalent to GS 11). Typical Duties & Responsibilities: Plans, schedules, conducts, or coordinates detailed phases of the engineering work in a part of a major project or in a total project of moderate scope. Performs work that involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowledge of principles and practices of related specialties. Direction Received: Independently performs most assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects. Responsibility for Direction of Others: May supervise or coordinate the work of engineers, draftsmen, technicians, and others who assist in specific assignments.

[5] ENGINEER V (equivalent to GS 12). Typical Duties & Responsibilities: One or more of the following: (1) In a supervisory capacity, plans, develops, coordinates, and directs a large and important engineering project or a number of small projects with many complex features. A substantial portion of the work supervised is comparable to that described for Engineer IV. (2) As an individual researcher or worker, carries out complex or novel assignments requiring the development of new or improved techniques and procedures. Work is expected to result in the development of new or refined equipment, materials, processes, projects, and/or scientific methods. (3) As a staff specialist, develops and evaluates plans and criteria for a variety of projects and activities to be carried out by others. Assesses the feasibility and soundness of proposed engineering evaluation tests, products, or equipment when necessary data are insufficient or confirmation by testing is advisable. Usually performs as a staff advisor and consultant as to a technical specialty, a type of facility or equipment, or a program function. Direction Received: Supervision and guidance relate largely to overall objectives, critical issues, new concepts, and policy matters. Consults with supervisor concerning unusual problems and developments. Responsibility for Direction of Others: Supervises, coordinates, and reviews the work of a small staff of engineers and technicians, estimates manpower needs and schedules and assigns work to meet completion date or, as an individual researcher or staff specialist, may be assisted on projects by other engineers or technicians.

[6] ENGINEER VI (equivalent to GS 13). Typical Duties & Responsibilities: One or more of the following: (1) In a supervisory capacity, (a) plans, develops, coordinates, and directs a number of large and important projects or a project of major scope and importance, or (b) is responsible for the entire engineering program of an organization when the program is of limited complexity and scope. The extent of responsibilities generally requires a few (3 to 5) subordinate supervisors or team leaders with at least one in a position comparable to Level V. (2) As an individual researcher or worker, conceives, plans, and conducts research in problem areas of considerable scope and complexity. The problems must be approached through a series of complete and conceptually-related studies, be difficult to define, require unconventional or novel approaches, and require sophisticated research techniques. Available guides and precedents contain critical gaps, are only partially related to the problem, or may be largely lacking due to the novel character of the project. At this level, the individual researcher generally will have contributed inventions, new designs, or techniques which are of material significance in the solution of important problems. (3) As a staff specialist, serves as the technical specialist for the organization (division or company) in the application of advanced theories, concepts, principles, and processes for an assigned area of responsibility (i.e., subject matter, function, type of facility or equipment, or product). Keeps abreast of new scientific methods and developments affecting the organization for the purpose of recommending changes in emphasis of programs or new programs warranted by such developments. Direction Received: Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits. Responsibility for Direction of Others: Plans, organizes, and supervises the work of a staff of engineers and technicians. Evaluates progress of the staff and results obtained, and recommends major changes to achieve overall objectives or, as an individual researcher or staff specialist may be assisted on individual projects by other engineers or technicians.

[7] ENGINEER VII (equivalent to GS 14). Typical Duties & Responsibilities: One or both of the following: (1) In a supervisory capacity, is responsible for (a) an important segment of the engineering program of an organization with extensive and diversified engineering requirements, or (b) the entire engineering program of an organization when it is more limited in scope. The overall engineering program contains critical problems the solution of which requires major technological advances and opens the way for extensive related development. The extent of responsibilities generally requires several subordinate organizational segments or teams. Recommends facilities, personnel, and funds required to carry out programs which are directly related to and directed toward fulfillment of overall organization objectives. (2) As an individual researcher or consultant, is a recognized leader and authority in the organization in a broad area of specialization or in a narrow but intensely specialized field. Selects research problems to further the organization's objectives. Conceives and plans investigations of broad areas of considerable novelty and importance for which engineering precedents are lacking in areas critical to the overall engineering program. Is consulted extensively by associates and others with a high degree of reliance placed on ensuing scientific interpretations and advice. Typically, will have contributed inventions, new designs, or techniques which are regarded as major advances in the field. Direction Received: Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits. Responsibility for Direction of Others: Directs several subordinate supervisors or team leaders, some of whom are in positions comparable to Engineer VI, or, as an individual researcher or consultant, may be assisted on individual projects by other engineers and technicians.

[8] ENGINEER VIII (equivalent to GS 15). Typical Duties & Responsibilities: One or both of the following: (1) In a supervisory capacity, is responsible for (a) an important segment of a very extensive and highly diversified engineering program, or, (b) the entire engineering program when the program is of moderate scope. The programs are of such complexity that they are of critical importance to overall objectives, include problems of extraordinary difficulty that often have resisted solution, and consist of several segments requiring subordinate supervisors. Is responsible for deciding the kind and extent of engineering and related programs needed for accomplishing the objectives of the organization, for choosing the scientific approaches, for planning and organizing facilities and programs, and for interpreting results. (2) As an individual researcher or consultant, formulates and guides the attack on problems of exceptional difficulty and marked importance to the organization or industry. Problems are characterized by their lack of scientific precedents and source material, or lack of success of prior research and analysis so that their solution would represent an advance of great significance and importance. Performs advisory and consulting work for the organization as a recognized authority for broad program areas or in an intensely specialized area of considerable novelty and importance. Direction Received: Receives general administrative direction. Responsibility for Direction of Others: Supervises several subordinate supervisors or team leaders, some of whose positions are comparable to Engineer VII, or individual researchers some of whose positions are comparable to Engineer VII, and sometimes Engineer VIII. As an individual researcher or consultant, may be assisted on individual projects by other engineers or technicians.

[9] ENGINEER IX (equivalent to GS 16 through GS 18). Typical Duties & Responsibilities: An engineer at this level is either (1) in charge of programs so extensive and complex as to require staff and resources of sizeable magnitude (e.g., research and development, a department of government responsible for extensive engineering programs, or the major component of an organization responsible for the engineering required to meet the objectives of the organization); or (2) an individual researcher or consultant who is recognized as a national and/or international authority and leader in an area of engineering or scientific interest and investigation.

Continued Overleaf

P. **Size of Organization.** In the two boxes under P on the Survey Reply Card, post the code number which indicates the total number of employees in your entire company or other employing organization. (NOTE: Government employees should post 95 in the space provided.)

1 1 One (myself only).	1 5 25 - 49 Employees.	1 9 1,000 - 2,499 Employees.	2 3 20,000 - 29,999 Employees.
1 2 Two - Four Employees.	1 6 50 - 99 Employees.	2 0 2,500 - 4,999 Employees.	2 4 30,000 - 39,999 Employees.
1 3 Five - Nine Employees.	1 7 100 - 499 Employees.	2 1 5,000 - 9,999 Employees.	2 5 40,000 - 49,999 Employees.
1 4 10 - 24 Employees.	1 8 500 - 999 Employees.	2 2 10,000 - 19,999 Employees.	2 6 50,000 Employees or More.

..... 9 5 Government Employee.....

Q. **Annual Billings for Service.** Under Q on the Survey Reply Card, post the code number indicating your firm's total annual billings for private practice/engineering/architectural/design services during its most recent tax year. (NOTE: If your employer is not a private practice/engineering/architectural/design firm, please so indicate.)

1 Not a private practice/engineering/architectural design firm.	2 Under \$100,000.	5 \$500,000 - \$999,999.	8 \$5,000,000 or More.
	3 \$100,000 - \$249,999.	6 \$1,000,000 - \$2,499,999.	9 Unknown.
	4 \$250,000 - \$499,999.	7 \$2,500,000 - \$4,999,999.	

R. **Geographic Area.** In the two boxes under R on the Survey Reply Card, post the code number for the state in which you spend the greatest part of your applied working effort (or, if you travel extensively, in which your office is located).

Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
1 1 Connecticut	3 1 Alabama	5 1 Illinois	6 1 Iowa	7 1 Arkansas	8 1 Alaska
1 2 Delaware	3 2 Florida	5 2 Indiana	6 2 Kansas	7 2 Colorado	8 2 Arizona
1 3 District of Columbia	3 3 Georgia	5 3 Kentucky	6 3 Minnesota	7 3 Louisiana	8 3 California
1 4 Maine	3 4 Mississippi	5 4 Michigan	6 4 Missouri	7 4 New Mexico	8 4 Guam
1 5 Maryland	3 5 North Carolina	5 5 Ohio	6 5 Nebraska	7 5 Oklahoma	8 5 Hawaii
1 6 Massachusetts	3 6 Puerto Rico	5 6 West Virginia	6 6 North Dakota	7 6 Texas	8 6 Idaho
1 7 New Hampshire	3 7 South Carolina	5 7 Wisconsin	6 7 South Dakota	7 7 Wyoming	8 7 Montana
1 8 New Jersey	3 8 Tennessee				8 8 Nevada
1 9 New York	3 9 Virginia				8 9 Oregon
2 0 Pennsylvania	4 0 Panama Canal				9 0 Utah
2 1 Rhode Island					9 1 Washington
2 2 Vermont					

..... 9 5 None of the above.....

S. **Metropolitan Area.** In the two boxes under S on the Survey Reply Card, post the code number for the metropolitan area in which you spend the greatest part of your applied working effort (or, if you travel extensively, in which your office is located).

1 1 Atlanta (GA) & Vicinity	2 1 Indianapolis (IN) & Vicinity	3 1 Philadelphia (PA/NJ) & Vicinity
1 2 Baltimore (MD) & Vicinity	2 2 Kansas City (MO/KS) & Vicinity	3 2 Phoenix (AZ) & Vicinity
1 3 Boston (MA) & Vicinity	2 3 Los Angeles/Long Beach (CA) & Vicinity	3 3 Pittsburgh (PA) & Vicinity
1 4 Chicago (IL) & Vicinity	2 4 Miami (FL) & Vicinity	3 4 St. Louis (MO/IL) & Vicinity
1 5 Cincinnati (OH/KY/IN) & Vicinity	2 5 Milwaukee (WI) & Vicinity	3 5 San Diego (CA) & Vicinity
1 6 Cleveland (OH) & Vicinity	2 6 Minneapolis/St. Paul (MN/WI) & Vicinity	3 6 San Francisco/Oakland (CA) & Vicinity
1 7 Dallas/Ft. Worth (TX) & Vicinity	2 7 Nassau/Suffolk Counties (NY)	3 7 San Jose (CA) & Vicinity
1 8 Denver/Colorado Springs (CO) & Vicinity	2 8 Newark/Jersey City (NJ) & Vicinity	3 8 Seattle/Everett (WA) & Vicinity
1 9 Detroit (MI) & Vicinity	2 9 New Orleans (LA) & Vicinity	3 9 Tampa/St. Petersburg (FL) & Vicinity
2 0 Houston (TX) & Vicinity	3 0 New York City (NY) - Five Boroughs	4 0 Washington (DC/MD/VA) & Vicinity

9 5 None of the above..... 9 5 None of the above..... 9 5 None of the above.....

T. **Years with Present Employer.** Under T, post the code number for the number of years which you have spent with your present employer.

0 Not applicable (self employed/unemployed/retired/student).	2 One or Two Years.	6 15 through 19 Years.
1 Under One Year.	3 Three or Four Years.	7 20 through 24 Years.
	4 Five through Nine Years.	8 25 Years or More.
	5 10 through 14 Years.	

U. **Vacation Benefits.** How many days of paid vacation do you receive annually?

0 Not applicable (self employed/unemployed/retired/student).	2 10 Days.	6 20 Days.
1 Under 10 Days.	3 11 - 14 Days.	7 21 - 24 Days.
	4 15 Days.	8 25 Days or More.
	5 16 - 19 Days.	

V. **Value of Pension Coverage for Employer Plans.** If you retired from your present employer at age 65 with a minimum of 30 years of service, what percentage of your highest average earnings would you receive as a pension from your employer's plan?

0 Not applicable (self employed/unemployed/retired/student).	2 Employer does <u>not</u> have a pension plan.	6 50%.
1 I don't know.	3 Under 25%.	7 51% - 74%.
	4 25%.	8 75% or More.
	5 26% - 49%.	

W. **Employer Contribution to Employer Pension Plan.** What percentage of the premium of your employer's pension plan is paid by your employer?

0 Not applicable (self employed/unemployed/retired/student).	2 Employer does <u>not</u> have a pension plan.	5 50%.
1 I don't know.	3 Employer has a pension plan but pays <u>none</u> of the premium.	6 51% - 74%.
	4 1% - 49%.	7 75% - 99%.
		8 100%.

X. **Vesting Requirements for Employer Plan.** How many full years of service are required before you are completely vested and eligible for the full pension benefits provided by your employer?

0 Not applicable (self employed/unemployed/retired/student).	2 Employer does <u>not</u> have a pension plan.	6 Rule of 45 (age plus years of service).
1 I don't know.	3 Five Years.	7 Other (not listed).
	4 10 Years.	
	5 15 Years.	

Appendix B

Length of Experience and Level of Education

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
B.S. Degree (engineering)	73	\$26,990	\$20,066	\$22,926	\$26,000	\$27,925	\$32,936
M.S. Degree in Engineering	7	\$27,326	\$22,888	\$23,500	\$29,520	\$30,225	\$30,540
One Year							
B.S. Degree (engineering)	97	\$27,012	\$20,324	\$22,075	\$26,088	\$28,586	\$31,840
M.S. Degree in Engineering	13	\$27,962	\$21,000	\$22,163	\$29,400	\$31,365	\$33,679
Two Years							
B.S. Degree (engineering)	213	\$28,070	\$22,400	\$25,000	\$27,800	\$30,000	\$32,552
MBA Degree	5	\$35,833	\$25,000	\$30,536	\$36,000	\$42,290	\$44,096
M.S. Degree in Engineering	33	\$32,995	\$24,960	\$27,963	\$30,100	\$34,994	\$38,799
Three Years							
B.S. Degree (engineering)	235	\$29,922	\$22,500	\$25,620	\$29,270	\$32,688	\$37,400
MA/MS Degree (not MBA or engineering)	8	\$32,705	\$21,002	\$28,020	\$33,070	\$36,450	\$42,132
MBA Degree	5	\$34,692	\$27,600	\$29,100	\$35,058	\$38,900	\$43,999
M.S. Degree in Engineering	34	\$31,007	\$23,936	\$26,549	\$30,250	\$34,140	\$37,570
Doctorate	6	\$32,840	\$26,894	\$27,709	\$34,263	\$36,000	\$37,800
Four Years							
B.S. Degree (engineering)	285	\$31,386	\$22,400	\$26,773	\$30,150	\$33,878	\$38,000
MBA Degree	16	\$34,378	\$26,600	\$29,200	\$33,600	\$39,455	\$46,820
M.S. Degree in Engineering	60	\$32,961	\$24,693	\$27,020	\$31,925	\$35,225	\$42,150
Five through Nine years							
Less than BA/BS Degree	10	\$31,159	\$20,624	\$29,494	\$32,363	\$35,940	\$38,088
B.A. Degree	13	\$36,184	\$27,980	\$32,276	\$35,000	\$37,250	\$44,698
MA/MS Degree (not MBA or engineering)	21	\$37,122	\$26,868	\$30,000	\$34,800	\$42,555	\$47,196
B.S. Degree (non-engineering)	1,280	\$35,824	\$26,200	\$30,000	\$34,000	\$38,898	\$46,530
B.S. Degree (engineering)	48	\$36,611	\$28,435	\$30,110	\$33,418	\$40,625	\$46,980
MA/MS Degree (not MBA or engineering)	96	\$39,863	\$28,540	\$31,640	\$37,100	\$42,000	\$48,580
MBA Degree	427	\$36,620	\$27,726	\$31,000	\$35,000	\$40,545	\$46,760
M.S. Degree in Engineering	34	\$40,227	\$29,950	\$34,000	\$38,600	\$45,405	\$52,468
Doctorate							
10 through 14 Years							
Less than BA/BS Degree	34	\$38,001	\$26,342	\$28,000	\$36,500	\$41,500	\$54,678
B.A. Degree	28	\$45,104	\$26,574	\$35,100	\$40,458	\$44,225	\$69,750
B.S. Degree (non-engineering)	39	\$36,370	\$24,680	\$31,202	\$31,860	\$41,190	\$48,172
B.S. Degree (engineering)	1,368	\$42,007	\$30,000	\$34,236	\$39,600	\$46,000	\$55,170
MA/MS Degree (not MBA or engineering)	68	\$43,017	\$30,802	\$36,850	\$42,900	\$48,463	\$52,000
MBA Degree	126	\$49,127	\$34,820	\$38,500	\$44,328	\$50,400	\$66,800
M.S. Degree in Engineering	532	\$44,542	\$31,521	\$36,000	\$41,528	\$48,000	\$57,843
Doctorate	66	\$46,422	\$30,735	\$36,687	\$42,767	\$51,700	\$64,800
15 through 19 Years							
Less than BA/BS Degree	59	\$40,529	\$27,000	\$33,044	\$40,000	\$46,750	\$55,270
B.A. Degree	25	\$45,544	\$33,700	\$36,475	\$43,977	\$50,718	\$59,040
B.S. Degree (non-engineering)	24	\$49,237	\$32,236	\$40,000	\$49,000	\$54,000	\$71,400
B.S. Degree (engineering)	781	\$47,958	\$32,847	\$37,438	\$43,000	\$52,230	\$65,000
MA/MS Degree (not MBA or engineering)	71	\$46,260	\$33,000	\$38,794	\$43,750	\$52,000	\$62,320
MBA Degree	106	\$52,859	\$37,820	\$42,763	\$49,788	\$56,000	\$78,000
M.S. Degree in Engineering	380	\$51,516	\$35,150	\$40,278	\$47,396	\$59,400	\$72,250
Doctorate	92	\$52,950	\$36,647	\$43,500	\$50,895	\$60,000	\$68,298
20 through 24 years							
Less than BA/BS Degree	84	\$45,875	\$31,860	\$35,000	\$40,750	\$53,100	\$62,950
B.A. Degree	38	\$51,658	\$35,300	\$39,900	\$46,800	\$58,500	\$73,537
B.S. Degree (non-engineering)	41	\$52,300	\$32,600	\$38,455	\$44,800	\$52,125	\$74,079
B.S. Degree (engineering)	1,010	\$51,756	\$34,000	\$39,100	\$45,988	\$56,000	\$75,200
MA/MS Degree (not MBA or engineering)	68	\$51,109	\$32,860	\$40,500	\$49,576	\$59,000	\$72,522
MBA Degree	87	\$57,573	\$36,792	\$42,000	\$48,700	\$59,725	\$84,985
M.S. Degree in Engineering	371	\$52,785	\$34,203	\$40,100	\$48,000	\$60,000	\$73,798
Doctorate	100	\$58,386	\$36,600	\$45,585	\$55,409	\$64,900	\$74,022
25 through 29 Years							
Less than BA/BS Degree	101	\$47,537	\$30,095	\$37,155	\$44,400	\$54,163	\$71,412
B.A. Degree	44	\$54,903	\$35,925	\$42,927	\$49,250	\$62,500	\$85,000
B.S. Degree (non-engineering)	36	\$56,935	\$32,050	\$38,850	\$48,800	\$61,085	\$84,095
B.S. Degree (engineering)	996	\$53,680	\$35,000	\$40,041	\$48,000	\$60,000	\$80,000
MA/MS Degree (not MBA or engineering)	58	\$49,886	\$33,513	\$40,000	\$49,325	\$55,020	\$64,309
MBA Degree	76	\$61,191	\$42,000	\$45,916	\$53,400	\$70,000	\$81,830
M.S. Degree in Engineering	327	\$56,503	\$37,280	\$43,540	\$51,500	\$60,815	\$81,594
Doctorate	125	\$59,860	\$38,700	\$46,150	\$53,600	\$68,000	\$88,300
30 years or More							
Less than BA/BS Degree	135	\$52,399	\$33,400	\$40,000	\$45,347	\$60,000	\$77,000
B.A. Degree	128	\$59,530	\$36,063	\$40,707	\$51,303	\$68,920	\$97,100
B.S. Degree (non-engineering)	57	\$49,788	\$31,488	\$38,489	\$44,860	\$55,200	\$64,910
B.S. Degree (engineering)	2,132	\$59,288	\$35,000	\$42,000	\$51,863	\$67,000	\$92,251
MA/MS Degree (not MBA or engineering)	109	\$56,979	\$35,126	\$40,750	\$50,507	\$61,488	\$82,280
MBA Degree	90	\$60,104	\$37,600	\$45,000	\$52,000	\$65,000	\$82,500
M.S. Degree in Engineering	604	\$61,260	\$36,498	\$44,225	\$53,690	\$68,900	\$96,000
Doctorate	202	\$62,715	\$39,000	\$47,800	\$56,000	\$69,000	\$86,150

Length of Experience and Major Branch of Engineering

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
Chemical	6	\$26,241	\$19,252	\$21,527	\$27,750	\$28,500	\$32,478
Civil (General)	16	\$27,670	\$17,491	\$21,225	\$23,625	\$29,463	\$39,738
Electrical & Electronic	13	\$30,956	\$22,879	\$24,935	\$26,640	\$28,414	\$45,435
Mechanical	18	\$27,865	\$21,909	\$24,840	\$26,700	\$27,900	\$30,404
One Year							
Chemical	6	\$28,602	\$21,527	\$21,527	\$29,650	\$31,560	\$37,085
Civil (General)	35	\$27,658	\$19,080	\$21,282	\$24,500	\$27,420	\$39,999
Electrical & Electronic	22	\$27,877	\$25,685	\$26,160	\$27,500	\$29,400	\$31,666
Industrial	5	\$29,687	\$26,335	\$28,709	\$30,100	\$30,825	\$32,100
Mechanical	17	\$28,542	\$21,594	\$24,750	\$26,800	\$28,386	\$30,686
Petroleum & Mining	8	\$31,433	\$22,130	\$26,000	\$29,688	\$34,750	\$45,733
Two Years							
Chemical	17	\$28,868	\$20,599	\$26,750	\$29,484	\$31,427	\$34,794
Civil (General)	60	\$26,634	\$20,157	\$23,333	\$26,000	\$28,408	\$32,590
Civil (primarily Structural)	16	\$28,267	\$20,390	\$24,399	\$27,974	\$30,920	\$34,731
Electrical & Electronic	47	\$31,300	\$25,888	\$27,031	\$29,000	\$31,074	\$32,705
Industrial	8	\$31,237	\$26,250	\$27,900	\$29,868	\$32,230	\$40,785
Mechanical	52	\$28,408	\$24,912	\$26,094	\$28,103	\$29,875	\$32,000
Sanitary, Environmental & Pollution Control	10	\$27,090	\$21,364	\$24,180	\$26,688	\$30,480	\$33,500
Three Years							
Aeronautical & Aerospace	6	\$30,364	\$26,420	\$27,500	\$30,122	\$32,000	\$35,726
Agricultural	6	\$25,812	\$21,806	\$24,000	\$26,000	\$27,709	\$29,411
Chemical	22	\$31,827	\$27,556	\$29,400	\$30,750	\$35,400	\$37,290
Civil (General)	73	\$28,456	\$20,572	\$23,450	\$26,400	\$30,050	\$39,908
Civil (primarily Structural)	15	\$25,900	\$21,600	\$23,988	\$25,000	\$26,819	\$31,200
Electrical & Electronic	45	\$32,415	\$27,000	\$29,646	\$31,000	\$33,035	\$36,540
Industrial	8	\$29,685	\$25,250	\$26,050	\$29,248	\$33,700	\$34,329
Mechanical	52	\$30,859	\$25,626	\$27,550	\$30,152	\$33,000	\$35,940
Petroleum & Mining	17	\$37,185	\$29,595	\$31,456	\$34,840	\$40,095	\$43,376
Sanitary, Environmental & Pollution Control	9	\$28,727	\$19,411	\$22,655	\$30,960	\$33,688	\$36,470
Four Years							
Aeronautical & Aerospace	5	\$30,230	\$28,000	\$28,638	\$30,000	\$31,715	\$33,020
Agricultural	8	\$27,817	\$22,586	\$24,802	\$27,500	\$30,115	\$34,245
Architectural	7	\$27,054	\$20,149	\$25,317	\$27,100	\$29,550	\$31,520
Chemical	23	\$35,538	\$29,500	\$32,513	\$33,840	\$36,183	\$48,016
Civil (General)	99	\$29,210	\$20,706	\$22,842	\$26,780	\$31,225	\$36,532
Civil (primarily Structural)	29	\$29,895	\$24,640	\$26,665	\$29,000	\$33,106	\$36,004
Electrical & Electronic	70	\$34,198	\$27,970	\$30,500	\$32,959	\$35,000	\$39,600
Industrial	7	\$31,729	\$27,953	\$30,240	\$31,460	\$32,875	\$36,148
Manufacturing	6	\$31,912	\$28,415	\$29,000	\$31,962	\$34,200	\$35,820
Mechanical	56	\$33,218	\$26,549	\$28,745	\$32,564	\$36,294	\$40,567
Petroleum & Mining	9	\$39,953	\$21,199	\$28,100	\$40,516	\$46,650	\$65,918
Sanitary, Environmental & Pollution Control	24	\$28,196	\$22,917	\$24,866	\$27,500	\$31,625	\$32,633
Five through Nine Years							
Aeronautical & Aerospace	18	\$36,851	\$30,306	\$31,500	\$33,380	\$37,752	\$41,840
Agricultural	21	\$32,549	\$27,420	\$28,274	\$31,680	\$36,520	\$38,720
Architectural	16	\$33,505	\$21,907	\$27,703	\$35,315	\$39,300	\$41,440
Chemical	68	\$39,528	\$31,290	\$33,285	\$37,398	\$43,155	\$50,350
Civil (General)	606	\$34,090	\$25,332	\$28,500	\$32,205	\$36,954	\$43,474
Civil (primarily Structural)	158	\$35,453	\$26,000	\$28,500	\$32,500	\$38,524	\$46,280
Civil (primarily Surveying)	12	\$30,468	\$15,700	\$21,932	\$28,000	\$37,000	\$50,103
Electrical & Electronic	308	\$38,005	\$30,110	\$32,909	\$36,030	\$40,000	\$48,280
Industrial	33	\$38,698	\$29,790	\$31,375	\$37,980	\$43,738	\$51,544
Manufacturing	23	\$34,253	\$28,474	\$30,923	\$33,600	\$37,082	\$40,468
Mechanical	300	\$37,328	\$28,325	\$31,870	\$36,000	\$40,090	\$46,798
Metallurgical & Materials	8	\$33,350	\$24,399	\$30,100	\$31,800	\$38,000	\$44,700
Nuclear	29	\$41,439	\$34,013	\$36,125	\$40,812	\$45,640	\$52,360
Petroleum & Mining	71	\$45,922	\$32,925	\$37,500	\$44,200	\$53,200	\$63,170
Safety	6	\$35,464	\$24,560	\$27,200	\$37,250	\$39,315	\$46,681
Sanitary, Environmental & Pollution Control	140	\$33,535	\$26,158	\$29,000	\$32,449	\$36,300	\$44,290
10 through 14 Years							
Aeronautical & Aerospace	15	\$43,993	\$35,000	\$38,500	\$42,000	\$46,725	\$51,000
Agricultural	17	\$38,084	\$25,298	\$30,055	\$34,454	\$44,375	\$50,960
Architectural	13	\$41,598	\$24,100	\$30,748	\$41,877	\$47,125	\$65,400
Chemical	73	\$47,353	\$32,908	\$39,115	\$44,115	\$49,325	\$60,712
Civil (General)	752	\$41,830	\$29,082	\$32,916	\$38,272	\$45,000	\$56,024
Civil (primarily Structural)	184	\$40,907	\$30,000	\$34,000	\$39,000	\$44,720	\$51,820
Civil (primarily Surveying)	15	\$33,626	\$24,920	\$25,850	\$27,500	\$33,855	\$59,999
Cost/Value	12	\$46,284	\$35,851	\$39,488	\$43,250	\$47,965	\$65,828
Electrical & Electronic	404	\$43,751	\$33,984	\$38,030	\$41,400	\$47,300	\$54,029
Industrial	34	\$44,956	\$29,947	\$37,000	\$43,400	\$49,900	\$57,919
Manufacturing	21	\$42,396	\$30,480	\$33,875	\$40,400	\$48,475	\$56,000
Mechanical	332	\$44,201	\$31,766	\$36,000	\$41,700	\$48,129	\$57,960
Metallurgical & Materials	8	\$48,453	\$32,840	\$37,086	\$40,789	\$57,438	\$77,538
Nuclear	26	\$45,989	\$36,565	\$40,560	\$44,245	\$50,500	\$55,350
Petroleum & Mining	60	\$57,704	\$40,400	\$45,809	\$51,534	\$67,950	\$77,620
Safety	6	\$43,767	\$27,699	\$34,000	\$37,250	\$47,100	\$76,707
Sanitary, Environmental & Pollution Control	174	\$39,200	\$29,320	\$33,540	\$37,500	\$43,450	\$50,100

Continued

Length of Experience and Major Branch of Engineering

15 through 19 years

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Aeronautical & Aerospace	6	\$48,606	\$37,644	\$39,000	\$45,760	\$60,000	\$63,258
Agricultural	19	\$46,958	\$35,000	\$38,250	\$42,244	\$55,794	\$65,762
Architectural	15	\$47,813	\$33,971	\$39,288	\$45,000	\$56,750	\$65,039
Chemical	51	\$58,880	\$37,000	\$44,325	\$51,925	\$66,624	\$90,562
Civil (General)	460	\$47,699	\$32,000	\$36,558	\$42,633	\$52,793	\$69,184
Civil (primarily Structural)	123	\$48,475	\$31,620	\$37,514	\$44,000	\$54,825	\$69,256
Civil (primarily Surveying)	10	\$35,789	\$25,686	\$26,500	\$34,000	\$40,236	\$50,988
Cost/Value	6	\$47,617	\$42,100	\$43,000	\$47,350	\$52,000	\$53,800
Electrical & Electronic	300	\$49,754	\$36,000	\$40,950	\$45,725	\$53,450	\$64,750
Industrial	24	\$45,086	\$28,497	\$38,070	\$46,297	\$53,200	\$59,390
Manufacturing	13	\$52,138	\$36,807	\$40,800	\$50,400	\$61,165	\$72,007
Mechanical	292	\$47,923	\$34,014	\$39,420	\$45,000	\$52,764	\$64,000
Metallurgical & Materials	9	\$44,917	\$35,479	\$39,800	\$42,000	\$51,625	\$58,000
Nuclear	11	\$60,000	\$48,065	\$52,250	\$56,304	\$61,625	\$84,800
Petroleum & Mining	20	\$41,675	\$39,470	\$47,300	\$59,040	\$68,500	\$91,000
Safety	9	\$43,913	\$30,735	\$35,800	\$40,200	\$48,750	\$65,699
Sanitary, Environmental & Pollution Control	86	\$50,732	\$35,030	\$39,832	\$46,949	\$58,000	\$64,990

20 through 24 years

Aeronautical & Aerospace	14	\$49,365	\$37,900	\$45,277	\$48,571	\$56,800	\$58,400
Agricultural	26	\$42,429	\$33,478	\$34,800	\$43,543	\$48,000	\$50,970
Architectural	19	\$56,899	\$30,595	\$36,314	\$50,000	\$61,750	\$94,597
Chemical	51	\$54,156	\$35,322	\$45,789	\$50,570	\$60,954	\$75,400
Civil (General)	600	\$51,110	\$32,590	\$37,675	\$45,000	\$55,930	\$75,000
Civil (primarily Structural)	135	\$52,082	\$33,000	\$40,850	\$49,000	\$55,790	\$72,000
Civil (primarily Surveying)	21	\$43,224	\$28,400	\$33,890	\$40,000	\$50,000	\$65,688
Cost/Value	9	\$55,152	\$40,551	\$44,725	\$51,580	\$62,250	\$80,399
Electrical & Electronic	283	\$52,789	\$35,456	\$41,787	\$48,096	\$58,973	\$72,716
Industrial	34	\$53,280	\$36,990	\$40,200	\$47,063	\$62,000	\$74,238
Manufacturing	19	\$52,989	\$38,440	\$42,150	\$45,000	\$55,025	\$71,797
Mechanical	347	\$53,044	\$34,370	\$39,059	\$48,000	\$60,000	\$74,319
Metallurgical & Materials	9	\$44,121	\$34,450	\$37,150	\$40,000	\$48,855	\$60,599
Nuclear	12	\$62,426	\$42,929	\$50,305	\$59,250	\$73,600	\$89,649
Petroleum & Mining	23	\$70,311	\$33,194	\$39,469	\$54,000	\$80,800	\$129,394
Safety	5	\$42,877	\$31,283	\$33,396	\$40,000	\$53,750	\$56,000
Sanitary, Environmental & Pollution Control	80	\$53,202	\$38,500	\$41,955	\$48,490	\$60,000	\$72,799

25 through 29 years

Aeronautical & Aerospace	28	\$47,597	\$35,000	\$41,300	\$48,768	\$55,978	\$60,000
Agricultural	21	\$48,479	\$32,539	\$37,125	\$43,000	\$55,750	\$69,080
Architectural	15	\$45,794	\$31,000	\$40,650	\$45,396	\$51,950	\$58,444
Chemical	62	\$58,996	\$39,790	\$45,600	\$54,224	\$61,800	\$86,200
Civil (General)	556	\$51,991	\$32,982	\$38,816	\$46,712	\$57,540	\$76,770
Civil (primarily Structural)	144	\$53,386	\$34,991	\$40,000	\$50,000	\$64,775	\$77,300
Civil (primarily Surveying)	16	\$54,645	\$20,639	\$35,330	\$51,750	\$66,750	\$97,998
Cost/Value	11	\$44,322	\$32,132	\$33,902	\$42,528	\$47,855	\$62,798
Electrical & Electronic	269	\$54,168	\$36,000	\$42,150	\$48,624	\$59,040	\$74,760
Industrial	36	\$57,551	\$33,202	\$42,374	\$50,130	\$57,500	\$98,700
Manufacturing	20	\$49,975	\$36,950	\$43,300	\$50,260	\$54,750	\$61,867
Mechanical	328	\$54,112	\$37,071	\$42,699	\$50,000	\$59,888	\$75,319
Metallurgical & Materials	11	\$72,087	\$39,475	\$46,625	\$52,500	\$102,250	\$129,798
Nuclear	13	\$73,311	\$43,740	\$48,703	\$57,300	\$73,373	\$153,998
Petroleum & Mining	34	\$76,414	\$45,357	\$53,820	\$71,135	\$88,514	\$110,099
Sanitary, Environmental & Pollution Control	88	\$59,990	\$37,315	\$42,520	\$51,365	\$66,350	\$103,340

30 years or More

Aeronautical & Aerospace	68	\$54,284	\$34,443	\$43,750	\$52,000	\$61,023	\$78,000
Agricultural	34	\$50,384	\$35,418	\$41,400	\$48,172	\$59,620	\$68,790
Architectural	37	\$67,888	\$34,040	\$40,250	\$60,000	\$82,750	\$119,709
Chemical	142	\$64,322	\$35,000	\$47,350	\$55,600	\$74,700	\$94,811
Civil (General)	913	\$57,928	\$34,427	\$40,000	\$50,000	\$71,000	\$90,388
Civil (primarily Structural)	279	\$58,329	\$33,441	\$40,505	\$50,440	\$70,000	\$94,600
Civil (primarily Surveying)	24	\$52,363	\$23,089	\$33,500	\$52,572	\$65,500	\$82,458
Cost/Value	10	\$46,102	\$34,650	\$41,610	\$44,950	\$49,135	\$60,219
Electrical & Electronic	650	\$57,298	\$38,410	\$44,600	\$52,830	\$64,000	\$80,000
Industrial	46	\$63,394	\$35,100	\$45,000	\$56,386	\$72,252	\$99,700
Manufacturing	44	\$58,394	\$34,970	\$42,980	\$53,274	\$71,830	\$92,250
Mechanical	729	\$59,915	\$35,742	\$42,915	\$52,000	\$69,173	\$95,600
Metallurgical & Materials	19	\$65,001	\$35,097	\$46,462	\$54,000	\$61,500	\$123,996
Nuclear	22	\$66,770	\$46,848	\$54,000	\$64,955	\$70,200	\$88,159
Petroleum & Mining	72	\$74,198	\$42,429	\$53,635	\$62,750	\$84,000	\$103,349
Safety	10	\$51,239	\$33,214	\$39,500	\$42,400	\$58,000	\$86,899
Sanitary, Environmental & Pollution Control	112	\$62,953	\$36,159	\$41,770	\$51,940	\$66,643	\$108,362

Length of Experience and Job Function

Under One Year

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Construction Supervision (may include some design)	6	\$24,667	\$21,605	\$23,000	\$24,000	\$25,250	\$29,794
Design	16	\$22,957	\$18,517	\$20,580	\$23,109	\$25,500	\$27,540
Executive/Administrative	8	\$41,311	\$22,269	\$26,550	\$39,913	\$55,950	\$62,911
Production, Quality Control, Maintenance, etc.	16	\$28,384	\$24,891	\$26,700	\$27,595	\$30,072	\$32,760
Project Study & Analysis	14	\$25,337	\$21,378	\$22,860	\$24,975	\$27,300	\$29,868
Research & Development	10	\$23,915	\$18,235	\$23,000	\$24,719	\$26,000	\$27,842

One Year

Construction Supervision (may include some design)	15	\$28,662	\$21,200	\$24,257	\$27,000	\$28,835	\$31,200
Design	37	\$26,857	\$20,260	\$22,075	\$26,750	\$28,192	\$30,880
Executive/Administrative	8	\$38,082	\$22,799	\$24,682	\$30,700	\$44,580	\$71,440
Production, Quality Control, Maintenance, etc.	12	\$28,195	\$21,386	\$26,000	\$28,900	\$29,950	\$34,578
Project Study & Analysis	17	\$27,046	\$21,904	\$24,182	\$26,460	\$28,500	\$34,740
Research & Development	8	\$25,197	\$21,527	\$22,764	\$24,981	\$26,500	\$30,492

Continued

Length of Experience and Job Function

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Two Years							
Construction Supervision (may include some design)	28	\$29,468	\$22,300	\$25,400	\$28,660	\$32,061	\$38,130
Design	82	\$28,468	\$20,500	\$24,940	\$27,931	\$30,816	\$33,511
Executive/Administrative	9	\$31,622	\$18,000	\$24,350	\$27,776	\$42,290	\$47,038
Production, Quality Control, Maintenance, etc.	26	\$29,181	\$24,818	\$26,300	\$28,060	\$30,350	\$35,730
Project Study & Analysis	33	\$28,320	\$24,720	\$26,663	\$28,050	\$30,000	\$33,012
Research & Development	14	\$29,748	\$27,603	\$28,600	\$29,550	\$30,900	\$32,200
Sales/Marketing	23	\$29,865	\$24,762	\$26,250	\$28,853	\$31,425	\$37,299
Three Years							
Construction Supervision (may include some design)	42	\$29,284	\$21,393	\$25,000	\$28,554	\$32,615	\$37,260
Design	83	\$27,001	\$21,560	\$24,527	\$26,400	\$29,650	\$31,920
Executive/Administrative	23	\$39,219	\$26,900	\$30,000	\$35,058	\$43,215	\$60,199
Production, Quality Control, Maintenance, etc.	45	\$31,649	\$27,450	\$29,203	\$31,908	\$33,250	\$36,301
Project Study & Analysis	21	\$30,530	\$25,550	\$26,630	\$30,936	\$32,978	\$36,180
Research & Development	18	\$31,688	\$25,685	\$27,768	\$31,708	\$36,000	\$38,140
Sales/Marketing	16	\$32,213	\$27,176	\$29,218	\$30,815	\$33,197	\$42,580
Four Years							
Construction Supervision (may include some design)	42	\$30,449	\$22,028	\$27,600	\$31,000	\$34,000	\$36,875
Design	123	\$29,719	\$22,160	\$25,270	\$28,715	\$32,985	\$36,952
Executive/Administrative	30	\$41,013	\$24,500	\$27,700	\$32,450	\$48,400	\$54,250
Production, Quality Control, Maintenance, etc.	40	\$32,539	\$27,920	\$29,702	\$31,786	\$34,595	\$40,787
Project Study & Analysis	57	\$32,141	\$25,210	\$27,770	\$32,000	\$34,761	\$40,453
Research & Development	26	\$30,738	\$26,200	\$28,850	\$30,595	\$32,500	\$34,027
Sales/Marketing	15	\$34,446	\$26,000	\$28,988	\$32,500	\$41,313	\$42,800
Five through Nine Years							
Construction Supervision (may include some design)	207	\$35,269	\$25,506	\$29,996	\$34,000	\$39,378	\$45,976
Design	668	\$33,651	\$25,820	\$28,660	\$32,400	\$36,910	\$41,722
Executive/Administrative	347	\$41,195	\$28,011	\$33,000	\$37,476	\$44,500	\$54,695
Production, Quality Control, Maintenance, etc.	149	\$37,558	\$30,000	\$31,680	\$35,450	\$40,850	\$47,760
Project Study & Analysis	223	\$36,196	\$28,348	\$31,181	\$35,000	\$40,000	\$46,620
Research & Development	87	\$37,883	\$29,808	\$32,784	\$36,134	\$41,191	\$48,176
Sales/Marketing	64	\$38,805	\$29,500	\$32,709	\$37,220	\$43,150	\$51,046
Teaching/Training	16	\$32,860	\$23,100	\$26,490	\$33,540	\$38,800	\$41,160
10 through 14 Years							
Construction Supervision (may include some design)	189	\$40,044	\$28,952	\$32,475	\$39,400	\$44,401	\$52,000
Design	632	\$38,836	\$28,770	\$32,450	\$37,805	\$42,550	\$49,000
Executive/Administrative	743	\$48,497	\$33,263	\$38,000	\$44,500	\$52,000	\$67,000
Production, Quality Control, Maintenance, etc.	144	\$41,171	\$31,794	\$35,350	\$40,000	\$45,380	\$53,000
Project Study & Analysis	221	\$41,855	\$32,206	\$36,150	\$40,020	\$45,000	\$50,511
Research & Development	58	\$42,299	\$33,898	\$37,500	\$40,968	\$45,300	\$51,280
Sales/Marketing	66	\$46,071	\$34,394	\$36,500	\$42,000	\$49,000	\$59,900
Teaching/Training	24	\$38,776	\$26,812	\$30,570	\$35,402	\$39,071	\$55,075
15 through 19 Years							
Construction Supervision (may include some design)	93	\$43,925	\$31,877	\$36,283	\$41,400	\$49,625	\$57,059
Design	340	\$44,091	\$31,422	\$37,000	\$42,000	\$49,250	\$60,000
Executive/Administrative	700	\$54,832	\$36,050	\$41,600	\$49,452	\$61,063	\$79,930
Production, Quality Control, Maintenance, etc.	75	\$45,431	\$31,200	\$36,050	\$42,000	\$51,629	\$62,200
Project Study & Analysis	101	\$46,069	\$33,000	\$37,934	\$44,500	\$49,896	\$59,460
Research & Development	73	\$46,179	\$34,993	\$37,799	\$43,000	\$50,675	\$57,560
Sales/Marketing	44	\$46,721	\$37,440	\$41,119	\$45,050	\$52,250	\$56,495
Teaching/Training	36	\$39,368	\$26,417	\$32,000	\$38,835	\$45,458	\$51,678
20 through 24 Years							
Construction Supervision (may include some design)	125	\$47,961	\$32,000	\$35,912	\$42,000	\$51,000	\$60,000
Design	324	\$44,282	\$30,000	\$36,000	\$42,611	\$49,500	\$50,676
Executive/Administrative	890	\$57,944	\$37,153	\$42,600	\$51,000	\$65,000	\$85,128
Production, Quality Control, Maintenance, etc.	76	\$43,706	\$32,597	\$36,200	\$40,938	\$47,051	\$61,300
Project Study & Analysis	96	\$48,467	\$32,749	\$37,100	\$44,794	\$51,060	\$62,900
Research & Development	77	\$48,995	\$37,000	\$43,057	\$46,856	\$52,550	\$62,400
Sales/Marketing	56	\$50,460	\$35,000	\$40,600	\$47,900	\$54,950	\$65,900
Teaching/Training	46	\$42,062	\$26,149	\$30,000	\$37,531	\$55,000	\$60,700
25 through 29 Years							
Construction Supervision (may include some design)	87	\$47,748	\$31,264	\$35,622	\$43,900	\$52,427	\$61,200
Design	292	\$46,925	\$32,140	\$38,000	\$44,048	\$51,831	\$64,577
Executive/Administrative	946	\$60,311	\$38,204	\$44,668	\$53,478	\$68,800	\$90,000
Production, Quality Control, Maintenance, etc.	76	\$46,376	\$33,050	\$38,188	\$45,000	\$52,127	\$66,199
Project Study & Analysis	88	\$48,240	\$34,240	\$40,079	\$45,000	\$52,500	\$65,271
Research & Development	84	\$49,855	\$37,870	\$42,130	\$48,255	\$54,250	\$61,100
Sales/Marketing	41	\$50,706	\$34,000	\$41,138	\$49,900	\$56,950	\$70,400
Teaching/Training	57	\$42,795	\$29,520	\$35,750	\$42,250	\$48,105	\$54,960
30 Years or More							
Construction Supervision (may include some design)	178	\$50,126	\$30,930	\$36,180	\$44,772	\$58,620	\$76,000
Design	481	\$48,253	\$32,180	\$38,000	\$45,406	\$55,000	\$69,700
Executive/Administrative	1,906	\$66,600	\$39,000	\$46,000	\$58,611	\$75,000	\$104,490
Production, Quality Control, Maintenance, etc.	100	\$47,642	\$33,135	\$37,500	\$44,000	\$53,315	\$62,600
Project Study & Analysis	179	\$50,673	\$34,940	\$41,820	\$48,000	\$56,042	\$69,000
Research & Development	157	\$50,459	\$36,000	\$41,120	\$48,950	\$56,700	\$66,000
Sales/Marketing	126	\$55,635	\$34,720	\$42,000	\$50,000	\$63,000	\$83,000
Teaching/Training	122	\$46,584	\$32,140	\$37,567	\$45,500	\$53,580	\$59,734

Length of Experience and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
All Manufacturing/Extractive Employers	39	\$26,397	\$21,410	\$24,610	\$26,400	\$29,265	\$30,475
Aerospace & Aircraft Products	6	\$25,310	\$23,100	\$24,000	\$24,670	\$26,000	\$29,168

Continued

Length of Experience and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Electrical & Electronic Equipment	10	\$27,704	\$24,800	\$26,400	\$27,870	\$29,700	\$30,300
All Non-Manufacturing/Extractive Employers	46	\$28,917	\$18,517	\$21,570	\$24,904	\$28,000	\$39,620
Engineering Services	12	\$26,154	\$17,641	\$20,650	\$23,920	\$27,000	\$37,597
Government - Federal (including Armed Forces)	5	\$20,065	\$17,300	\$18,125	\$21,527	\$21,538	\$21,570
Private Practice	6	\$36,846	\$20,604	\$21,000	\$22,209	\$51,900	\$80,067
Utilities - Electric	7	\$28,783	\$25,080	\$25,860	\$27,600	\$31,673	\$35,400
One Year							
All Manufacturing/Extractive Employers	39	\$29,919	\$24,290	\$26,763	\$28,248	\$31,175	\$33,144
Electrical & Electronic Equipment	9	\$28,803	\$26,612	\$27,313	\$28,581	\$30,275	\$31,220
Petroleum & Coal Products	10	\$31,463	\$21,137	\$28,248	\$29,900	\$33,000	\$43,094
All Non-Manufacturing/Extractive Employers	80	\$27,418	\$20,090	\$21,527	\$25,000	\$28,120	\$33,961
Construction & Real Estate Development	8	\$25,234	\$21,740	\$23,500	\$25,499	\$27,188	\$28,623
Engineering Services	12	\$32,065	\$18,490	\$20,600	\$22,525	\$32,399	\$71,451
Government - Federal (including Armed Forces)	8	\$23,250	\$21,527	\$21,527	\$23,239	\$24,981	\$24,981
Government - State	9	\$23,356	\$19,686	\$20,820	\$21,400	\$24,722	\$30,780
Private Practice	16	\$26,767	\$19,122	\$20,675	\$24,500	\$28,120	\$42,124
Utilities - Electric	14	\$27,684	\$25,580	\$26,088	\$26,502	\$29,000	\$30,229
Two years							
All Manufacturing/Extractive Employers	86	\$28,884	\$24,468	\$26,000	\$28,550	\$31,200	\$33,507
Aerospace & Aircraft Products	8	\$27,177	\$24,240	\$25,400	\$26,478	\$29,125	\$30,911
Chemical, Pharmaceutical & Allied Products	8	\$27,881	\$24,074	\$26,000	\$28,185	\$30,050	\$30,660
Electrical & Electronic Equipment	22	\$29,363	\$26,238	\$27,800	\$29,800	\$31,200	\$33,033
Fabricated Metal Products	9	\$27,227	\$21,473	\$24,690	\$26,000	\$31,100	\$32,060
Machinery (except electrical)	5	\$25,382	\$20,000	\$23,750	\$25,800	\$27,581	\$29,000
Petroleum & Coal Products	10	\$35,906	\$31,218	\$33,060	\$34,496	\$37,496	\$43,887
Transportation Equipment	7	\$27,454	\$25,200	\$26,075	\$27,072	\$28,481	\$30,586
All Non-Manufacturing/Extractive Employers	171	\$28,787	\$22,000	\$24,981	\$27,800	\$30,000	\$36,000
Construction & Real Estate Development	7	\$33,857	\$22,265	\$25,144	\$37,500	\$38,974	\$45,251
Engineering Services	37	\$29,849	\$20,694	\$24,061	\$28,000	\$30,081	\$37,984
Government - Federal (including Armed Forces)	20	\$25,977	\$22,013	\$24,981	\$26,579	\$27,791	\$29,000
Government - State	7	\$23,273	\$18,369	\$20,094	\$21,909	\$25,410	\$31,064
Government - Local (cities, counties, etc.)	12	\$27,456	\$20,887	\$22,833	\$27,136	\$30,750	\$34,477
Private Practice	24	\$27,931	\$22,000	\$24,015	\$26,230	\$29,830	\$33,599
Utilities - Electric	44	\$30,182	\$26,104	\$27,563	\$28,927	\$30,985	\$37,979
Utilities - Gas	6	\$27,715	\$25,100	\$26,000	\$26,775	\$30,000	\$31,566
Three years							
All Manufacturing/Extractive Employers	107	\$31,778	\$25,520	\$27,786	\$31,000	\$34,331	\$38,192
Aerospace & Aircraft Products	8	\$30,065	\$25,435	\$26,900	\$30,122	\$32,635	\$35,279
Chemical, Pharmaceutical & Allied Products	17	\$31,575	\$27,680	\$28,800	\$30,700	\$33,600	\$36,858
Electrical & Electronic Equipment	14	\$30,502	\$25,632	\$27,894	\$30,204	\$32,280	\$34,825
Fabricated Metal Products	7	\$27,528	\$25,500	\$25,525	\$26,000	\$29,274	\$32,400
Food, Beverage & Tobacco Products	7	\$29,419	\$25,560	\$27,113	\$30,000	\$31,813	\$32,977
Machinery (except electrical)	7	\$28,679	\$27,622	\$27,782	\$28,000	\$28,122	\$31,547
Petroleum & Coal Products	28	\$36,785	\$31,000	\$32,588	\$36,325	\$38,750	\$41,917
All Non-Manufacturing/Extractive Employers	186	\$29,421	\$21,590	\$25,000	\$28,654	\$32,100	\$36,700
Colleges & Universities	8	\$29,899	\$23,559	\$24,932	\$29,902	\$34,263	\$37,100
Communications Services (radio, TV, telephone & telegraph)	7	\$35,640	\$22,839	\$31,500	\$35,058	\$36,144	\$53,694
Construction & Real Estate Development	9	\$28,402	\$22,120	\$25,690	\$28,500	\$31,250	\$35,000
Engineering Services	34	\$27,093	\$20,270	\$22,080	\$25,808	\$28,200	\$31,930
Government - Federal (including Armed Forces)	15	\$29,127	\$24,980	\$26,969	\$29,358	\$31,415	\$33,250
Government - State	9	\$25,337	\$22,476	\$23,505	\$24,750	\$27,064	\$29,241
Government - Local (cities, counties, etc.)	15	\$28,123	\$20,280	\$23,241	\$26,400	\$30,000	\$43,559
Private Practice	37	\$28,756	\$20,016	\$23,094	\$26,140	\$30,075	\$40,000
Utilities - Electric	28	\$30,831	\$27,238	\$30,000	\$30,955	\$32,443	\$32,996
Utilities - Gas	9	\$34,734	\$27,740	\$31,106	\$32,945	\$35,107	\$47,096
Utilities - Pipelines	6	\$33,430	\$30,367	\$31,872	\$33,030	\$35,000	\$37,205
Four years							
All Manufacturing/Extractive Employers	119	\$32,564	\$25,000	\$28,413	\$32,000	\$34,898	\$40,510
Aerospace & Aircraft Products	8	\$30,526	\$27,472	\$28,150	\$30,730	\$32,985	\$33,076
Chemical, Pharmaceutical & Allied Products	14	\$34,278	\$30,459	\$32,000	\$32,670	\$34,100	\$43,269
Electrical & Electronic Equipment	20	\$31,125	\$25,440	\$26,810	\$31,298	\$33,990	\$37,190
Fabricated Metal Products	11	\$26,786	\$23,236	\$24,625	\$26,500	\$28,450	\$31,516
Machinery (except electrical)	8	\$29,275	\$24,635	\$25,475	\$28,875	\$33,200	\$34,540
Petroleum & Coal Products	21	\$37,829	\$28,592	\$31,675	\$36,410	\$40,881	\$50,513
Primary Metal Industries	5	\$29,038	\$25,000	\$26,275	\$30,000	\$31,155	\$33,000
Rubber & Plastic Products	5	\$32,173	\$28,925	\$28,981	\$33,600	\$34,255	\$35,500
Stone, Clay, Glass & Concrete Products	5	\$27,520	\$24,000	\$26,063	\$28,350	\$29,125	\$29,500
Transportation Equipment	5	\$34,044	\$28,872	\$29,808	\$33,370	\$38,265	\$40,260
All Non-Manufacturing/Extractive Employers	264	\$31,499	\$22,211	\$26,499	\$30,051	\$33,892	\$40,089
Communications Services (radio, TV, telephone & telegraph)	8	\$43,348	\$32,250	\$34,850	\$38,442	\$47,000	\$67,530
Construction & Real Estate Development	22	\$36,735	\$22,162	\$25,200	\$30,450	\$33,920	\$51,798
Engineering Services	48	\$32,084	\$26,436	\$27,070	\$30,000	\$32,398	\$44,663
Government - Federal (including Armed Forces)	19	\$29,399	\$27,286	\$28,000	\$28,990	\$31,279	\$32,377
Government - State	18	\$22,333	\$20,150	\$20,696	\$21,800	\$23,275	\$24,602
Government - Local (cities, counties, etc.)	16	\$27,598	\$20,561	\$22,217	\$25,394	\$31,581	\$37,639
Private Practice	53	\$28,567	\$20,576	\$23,653	\$27,750	\$31,888	\$38,472
Utilities - Electric	47	\$34,468	\$30,040	\$32,000	\$33,600	\$35,885	\$40,454
Utilities - Gas	8	\$32,849	\$27,686	\$31,150	\$33,166	\$35,220	\$36,655
Utilities - Other or Mixed	8	\$33,799	\$27,360	\$28,300	\$30,294	\$38,800	\$47,100

Continued

Length of Experience and Industry or Service of Employer

Five through Nine Years

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
All Manufacturing/Extractive Employers	517	\$39,599	\$29,830	\$32,500	\$37,137	\$42,600	\$51,104
Aerospace & Aircraft Products	34	\$34,849	\$29,954	\$31,304	\$33,080	\$37,752	\$40,650
Chemical, Pharmaceutical & Allied Products	66	\$39,111	\$32,016	\$33,600	\$38,100	\$42,000	\$48,660
Electrical & Electronic Equipment	85	\$39,733	\$30,000	\$32,840	\$37,500	\$41,514	\$49,616
Fabricated Metal Products	50	\$39,433	\$27,275	\$30,075	\$33,350	\$40,000	\$51,000
Food, Beverage & Tobacco Products	20	\$39,337	\$33,309	\$36,550	\$39,815	\$41,482	\$41,000
Machinery (except electrical)	25	\$35,716	\$26,519	\$28,263	\$32,300	\$40,568	\$47,000
Petroleum & Coal Products	122	\$45,901	\$34,200	\$37,920	\$42,920	\$50,500	\$60,789
Primary Metal Industries	18	\$34,086	\$27,935	\$30,440	\$32,974	\$36,400	\$43,357
Rubber & Plastic Products	10	\$36,268	\$30,705	\$31,500	\$37,000	\$40,260	\$42,505
Stone, Clay, Glass & Concrete Products	17	\$37,498	\$30,498	\$31,200	\$34,000	\$39,125	\$44,180
Transportation Equipment	21	\$36,470	\$28,650	\$31,413	\$35,000	\$39,190	\$45,097
All Non-Manufacturing/Extractive Employers	1,429	\$35,136	\$26,000	\$29,756	\$33,800	\$38,201	\$45,000
Colleges & Universities	25	\$34,079	\$24,000	\$28,808	\$33,500	\$40,178	\$43,000
Communications Services (radio, TV, telephone & telegraph)	32	\$39,514	\$31,800	\$36,900	\$38,425	\$44,500	\$47,210
Construction & Real Estate Development	105	\$39,681	\$27,000	\$32,025	\$36,300	\$42,346	\$53,100
Engineering Services	286	\$35,196	\$26,106	\$29,570	\$33,634	\$38,328	\$47,293
Government - Federal (including Armed Forces)	88	\$33,414	\$28,838	\$30,275	\$32,611	\$34,548	\$38,258
Government - State	60	\$28,169	\$23,262	\$24,410	\$27,563	\$31,329	\$34,100
Government - Local (cities, counties, etc.)	119	\$31,582	\$25,200	\$28,000	\$31,100	\$34,938	\$38,504
Private Practice	394	\$34,782	\$25,290	\$28,200	\$32,000	\$37,080	\$47,100
Research Organizations & Laboratories	16	\$37,453	\$31,110	\$32,520	\$36,100	\$42,550	\$47,388
Transportation Services	12	\$30,189	\$25,248	\$26,940	\$30,605	\$32,092	\$35,264
Utilities - Electric	186	\$37,261	\$31,432	\$33,900	\$36,110	\$40,000	\$43,092
Utilities - Gas	21	\$35,504	\$27,780	\$31,841	\$34,560	\$39,660	\$43,825
Utilities - Pipelines	18	\$40,511	\$34,532	\$34,750	\$41,854	\$41,000	\$48,806
Utilities - Other or Mixed	38	\$35,913	\$28,790	\$32,500	\$34,234	\$39,030	\$42,490

10 through 14 Years

All Manufacturing/Extractive Employers	457	\$45,234	\$32,076	\$36,195	\$42,119	\$49,925	\$61,943
Aerospace & Aircraft Products	13	\$40,839	\$35,997	\$38,375	\$40,800	\$43,625	\$44,940
Chemical, Pharmaceutical & Allied Products	49	\$43,799	\$33,000	\$39,115	\$43,300	\$48,222	\$53,992
Electrical & Electronic Equipment	50	\$43,393	\$33,100	\$38,000	\$41,500	\$46,644	\$50,850
Fabricated Metal Products	61	\$41,510	\$29,986	\$34,750	\$39,300	\$48,052	\$53,800
Food, Beverage & Tobacco Products	33	\$48,219	\$34,320	\$39,900	\$45,500	\$50,354	\$65,779
Machinery (except electrical)	24	\$41,347	\$31,778	\$33,742	\$40,218	\$45,620	\$55,999
Petroleum & Coal Products	100	\$53,407	\$34,885	\$41,520	\$48,300	\$61,609	\$74,750
Primary Metal Industries	16	\$42,724	\$32,000	\$34,368	\$39,250	\$43,800	\$65,358
Rubber & Plastic Products	5	\$39,538	\$34,416	\$35,811	\$41,000	\$42,000	\$45,000
Stone, Clay, Glass & Concrete Products	25	\$44,563	\$31,500	\$35,825	\$40,900	\$51,650	\$57,500
Transportation Equipment	21	\$41,228	\$31,644	\$33,513	\$39,600	\$48,204	\$53,900
All Non-Manufacturing/Extractive Employers	1,825	\$42,440	\$30,000	\$34,454	\$40,000	\$46,200	\$55,760
Colleges & Universities	39	\$38,274	\$26,640	\$30,938	\$36,000	\$40,075	\$51,552
Communications Services (radio, TV, telephone & telegraph)	48	\$46,397	\$34,854	\$39,870	\$44,150	\$50,750	\$58,965
Construction & Real Estate Development	135	\$47,058	\$30,100	\$35,850	\$43,000	\$50,350	\$64,000
Engineering Services	316	\$43,962	\$30,712	\$35,573	\$41,730	\$48,151	\$59,800
Government - Federal (including Armed Forces)	74	\$37,143	\$31,168	\$33,000	\$35,481	\$39,505	\$46,369
Government - State	82	\$34,223	\$25,309	\$29,000	\$33,000	\$39,000	\$44,155
Government - Local (cities, counties, etc.)	176	\$35,708	\$28,524	\$31,021	\$34,777	\$39,600	\$43,585
Private Practice	538	\$43,767	\$29,432	\$34,000	\$40,000	\$46,400	\$61,637
Research Organizations & Laboratories	25	\$43,036	\$34,000	\$37,340	\$43,000	\$47,125	\$53,000
Transportation Services	15	\$50,038	\$33,500	\$35,797	\$39,480	\$55,000	\$70,000
Utilities - Electric	247	\$43,691	\$35,212	\$38,738	\$42,000	\$47,975	\$53,000
Utilities - Gas	16	\$41,362	\$33,510	\$34,550	\$39,805	\$44,888	\$53,680
Utilities - Pipelines	16	\$50,249	\$35,938	\$39,300	\$46,595	\$60,100	\$75,829
Utilities - Other or Mixed	58	\$40,832	\$31,230	\$36,000	\$40,590	\$44,500	\$50,000

15 through 19 Years

All Manufacturing/Extractive Employers	367	\$50,493	\$35,000	\$39,270	\$45,700	\$55,438	\$70,608
Aerospace & Aircraft Products	21	\$43,457	\$34,945	\$38,885	\$42,000	\$48,445	\$52,400
Chemical, Pharmaceutical & Allied Products	36	\$50,357	\$36,023	\$38,273	\$48,400	\$55,500	\$73,340
Electrical & Electronic Equipment	69	\$54,149	\$36,150	\$42,090	\$49,000	\$57,250	\$76,600
Fabricated Metal Products	35	\$47,360	\$33,000	\$35,950	\$41,000	\$51,500	\$72,999
Food, Beverage & Tobacco Products	21	\$53,318	\$39,000	\$41,125	\$47,750	\$56,325	\$89,560
Machinery (except electrical)	30	\$48,208	\$29,487	\$38,046	\$44,500	\$53,500	\$65,000
Petroleum & Coal Products	37	\$62,851	\$38,952	\$46,575	\$60,000	\$70,958	\$89,800
Primary Metal Industries	17	\$48,804	\$40,039	\$42,263	\$48,300	\$51,944	\$59,399
Rubber & Plastic Products	6	\$45,954	\$33,500	\$38,000	\$44,000	\$55,400	\$60,730
Stone, Clay, Glass & Concrete Products	12	\$47,653	\$35,000	\$38,190	\$41,126	\$44,430	\$84,356
Transportation Equipment	37	\$42,718	\$33,081	\$36,977	\$42,000	\$48,500	\$54,192
All Non-Manufacturing/Extractive Employers	1,192	\$48,709	\$32,988	\$38,328	\$45,000	\$54,442	\$66,544
Colleges & Universities	70	\$44,549	\$31,437	\$36,500	\$44,213	\$52,250	\$61,100
Communications Services (radio, TV, telephone & telegraph)	26	\$53,705	\$37,925	\$42,600	\$47,992	\$60,342	\$83,080
Construction & Real Estate Development	72	\$58,406	\$33,770	\$40,425	\$51,416	\$66,400	\$86,500
Engineering Services	202	\$50,661	\$33,610	\$40,400	\$47,970	\$57,894	\$70,860
Government - Federal (including Armed Forces)	75	\$40,350	\$33,495	\$36,207	\$38,731	\$43,706	\$48,806
Government - State	66	\$36,194	\$29,063	\$31,500	\$36,125	\$40,085	\$41,970
Government - Local (cities, counties, etc.)	98	\$41,107	\$30,265	\$35,300	\$40,220	\$44,543	\$51,964
Private Practice	359	\$51,667	\$33,626	\$40,000	\$47,160	\$60,000	\$72,000
Research Organizations & Laboratories	20	\$48,110	\$36,982	\$41,100	\$47,800	\$51,600	\$58,132
Transportation Services	11	\$59,991	\$32,000	\$34,938	\$43,000	\$53,425	\$126,000
Utilities - Electric	122	\$48,978	\$37,555	\$41,900	\$46,155	\$53,400	\$60,150
Utilities - Gas	15	\$47,045	\$36,500	\$40,311	\$43,990	\$55,037	\$62,000
Utilities - Pipelines	7	\$57,818	\$44,424	\$46,386	\$52,400	\$69,750	\$81,799
Utilities - Other or Mixed	19	\$46,254	\$33,960	\$38,425	\$45,500	\$49,738	\$57,460

20 through 24 Years

All Manufacturing/Extractive Employers	417	\$53,999	\$35,000	\$40,656	\$48,500	\$60,132	\$77,856
Aerospace & Aircraft Products	41	\$47,317	\$37,240	\$39,000	\$47,042	\$55,000	\$59,681
Chemical, Pharmaceutical & Allied Products	52	\$56,277	\$37,460	\$44,500	\$49,267	\$61,750	\$85,990
Electrical & Electronic Equipment	60	\$51,780	\$34,684	\$42,000	\$49,803	\$54,500	\$72,190
Fabricated Metal Products	45	\$50,425	\$33,200	\$36,339	\$44,400	\$57,625	\$69,000
Food, Beverage & Tobacco Products	16	\$63,020	\$33,314	\$44,660	\$57,880	\$74,031	\$95,938
Machinery (except electrical)	33	\$48,047	\$28,640	\$33,714	\$40,000	\$59,669	\$75,200
Petroleum & Coal Products	40	\$71,926	\$40,988	\$47,250	\$62,000	\$82,470	\$102,999

Continued

Length of Experience and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Primary Metal Industries	13	\$44,537	\$31,400	\$37,087	\$45,600	\$49,524	\$54,999
Rubber & Plastic Products	14	\$47,071	\$35,800	\$40,500	\$46,120	\$54,120	\$58,220
Stone, Clay, Glass & Concrete Products	22	\$47,505	\$32,574	\$40,000	\$44,608	\$55,000	\$64,874
Transportation Equipment	25	\$47,469	\$35,000	\$40,500	\$46,000	\$51,294	\$55,143
All Non-Manufacturing/Extractive Employers	1,398	\$51,774	\$33,500	\$39,100	\$46,598	\$57,800	\$73,153
Colleges & Universities	76	\$46,878	\$28,780	\$34,804	\$48,580	\$56,967	\$64,900
Communications Services (radio, TV, telephone & telegraph)	38	\$56,683	\$38,586	\$42,000	\$53,800	\$60,000	\$80,160
Construction & Real Estate Development	94	\$65,223	\$36,991	\$44,000	\$54,400	\$72,500	\$103,609
Engineering Services	184	\$53,436	\$34,805	\$40,257	\$48,961	\$60,220	\$75,510
Government - Federal (including Armed Forces)	170	\$45,760	\$37,100	\$40,000	\$44,242	\$49,500	\$58,100
Government - State	83	\$39,768	\$31,457	\$34,287	\$39,000	\$43,880	\$48,840
Government - Local (cities, counties, etc.)	117	\$41,323	\$31,350	\$34,950	\$40,000	\$46,680	\$52,571
Private Practice	398	\$56,141	\$32,078	\$39,428	\$50,000	\$65,000	\$89,700
Research Organizations & Laboratories	30	\$49,092	\$36,050	\$42,000	\$47,153	\$57,500	\$66,862
Transportation Services	9	\$48,577	\$33,239	\$39,783	\$47,520	\$58,250	\$66,440
Utilities - Electric	94	\$52,845	\$37,720	\$42,072	\$48,076	\$61,500	\$75,500
Utilities - Gas	23	\$47,210	\$33,159	\$41,275	\$45,400	\$56,500	\$61,253
Utilities - Pipelines	12	\$54,034	\$38,535	\$41,390	\$48,910	\$62,850	\$79,568
Utilities - Other or Mixed	34	\$51,312	\$38,636	\$42,600	\$47,558	\$54,400	\$69,098

25 through 29 Years

All Manufacturing/Extractive Employers	397	\$55,708	\$37,554	\$43,520	\$50,400	\$63,000	\$78,355
Aerospace & Aircraft Products	51	\$51,009	\$37,716	\$43,250	\$48,840	\$55,861	\$66,300
Chemical, Pharmaceutical & Allied Products	35	\$58,132	\$42,900	\$46,125	\$55,500	\$66,120	\$85,000
Electrical & Electronic Equipment	71	\$59,268	\$40,019	\$44,625	\$50,520	\$63,500	\$96,285
Fabricated Metal Products	44	\$51,965	\$37,000	\$42,425	\$45,675	\$58,100	\$78,919
Food, Beverage & Tobacco Products	16	\$54,713	\$35,524	\$43,000	\$48,337	\$55,500	\$69,250
Machinery (except electrical)	26	\$55,765	\$38,632	\$44,000	\$50,795	\$64,000	\$70,000
Petroleum & Coal Products	40	\$69,629	\$47,500	\$56,284	\$63,570	\$75,400	\$101,499
Primary Metal Industries	17	\$47,786	\$32,160	\$41,181	\$50,800	\$52,850	\$59,852
Rubber & Plastic Products	6	\$63,097	\$35,448	\$53,000	\$69,000	\$75,000	\$78,675
Stone, Clay, Glass & Concrete Products	25	\$49,814	\$37,000	\$49,489	\$48,000	\$57,525	\$68,000
Transportation Equipment	23	\$50,701	\$38,040	\$42,150	\$50,000	\$54,300	\$71,560
All Non-Manufacturing/Extractive Employers	1,387	\$54,149	\$34,500	\$40,141	\$48,516	\$60,000	\$81,000
Colleges & Universities	104	\$48,888	\$31,920	\$38,678	\$47,549	\$57,000	\$68,170
Communications Services (radio, TV, telephone & telegraph)	37	\$56,763	\$40,512	\$44,875	\$53,800	\$70,150	\$79,800
Construction & Real Estate Development	88	\$64,399	\$35,000	\$41,625	\$51,404	\$84,000	\$105,849
Engineering Services	200	\$58,454	\$37,900	\$45,000	\$53,090	\$65,329	\$88,520
Government - Federal (including Armed Forces)	119	\$46,682	\$35,549	\$39,525	\$45,000	\$52,588	\$59,786
Government - State	111	\$39,616	\$30,380	\$34,933	\$39,875	\$43,772	\$48,780
Government - Local (cities, counties, etc.)	111	\$42,982	\$30,095	\$35,500	\$40,861	\$47,616	\$54,631
Private Practice	406	\$58,594	\$33,020	\$41,500	\$50,400	\$70,000	\$92,180
Research Organizations & Laboratories	28	\$51,967	\$37,150	\$42,727	\$49,480	\$57,500	\$72,100
Transportation Services	7	\$60,732	\$46,234	\$52,620	\$57,280	\$72,198	\$75,509
Utilities - Electric	73	\$55,314	\$39,987	\$46,099	\$50,100	\$61,725	\$73,000
Utilities - Gas	21	\$59,579	\$39,558	\$46,375	\$52,600	\$64,475	\$96,499
Utilities - Pipelines	10	\$69,996	\$50,500	\$51,840	\$72,706	\$83,395	\$90,457
Utilities - Other or Mixed	29	\$53,450	\$38,500	\$44,225	\$55,000	\$60,250	\$68,199

30 years or More

All Manufacturing/Extractive Employers	897	\$61,618	\$37,500	\$44,542	\$54,148	\$71,483	\$94,000
Aerospace & Aircraft Products	87	\$51,976	\$36,060	\$43,000	\$49,000	\$56,150	\$68,533
Chemical, Pharmaceutical & Allied Products	115	\$65,212	\$42,064	\$50,000	\$58,000	\$75,000	\$99,150
Electrical & Electronic Equipment	153	\$59,017	\$38,880	\$44,000	\$54,000	\$64,325	\$90,000
Fabricated Metal Products	105	\$58,941	\$34,495	\$40,280	\$50,100	\$68,100	\$93,400
Food, Beverage & Tobacco Products	34	\$58,806	\$37,050	\$44,500	\$56,250	\$71,600	\$83,241
Machinery (except electrical)	79	\$55,534	\$33,380	\$40,063	\$49,000	\$70,833	\$85,600
Petroleum & Coal Products	114	\$81,578	\$50,000	\$60,000	\$72,878	\$93,900	\$119,100
Primary Metal Industries	26	\$62,480	\$39,066	\$47,000	\$50,880	\$67,285	\$94,673
Rubber & Plastic Products	22	\$49,686	\$35,668	\$42,780	\$46,500	\$54,400	\$67,369
Stone, Clay, Glass & Concrete Products	34	\$60,523	\$35,570	\$43,000	\$50,000	\$60,000	\$82,488
Transportation Equipment	30	\$61,045	\$35,750	\$41,000	\$51,000	\$72,110	\$106,319
All Non-Manufacturing/Extractive Employers	2,592	\$58,507	\$35,000	\$41,471	\$51,383	\$65,000	\$90,433
Colleges & Universities	206	\$50,243	\$33,027	\$40,000	\$48,860	\$57,000	\$69,900
Communications Services (radio, TV, telephone & telegraph)	47	\$62,737	\$40,360	\$45,125	\$54,800	\$71,775	\$101,329
Construction & Real Estate Development	179	\$70,771	\$35,928	\$45,000	\$63,000	\$84,750	\$118,800
Engineering Services	379	\$61,085	\$36,000	\$41,486	\$55,000	\$69,000	\$92,780
Government - Federal (including Armed Forces)	176	\$48,021	\$35,470	\$39,519	\$46,100	\$53,661	\$62,318
Government - State	179	\$41,418	\$33,940	\$37,056	\$41,500	\$49,650	\$59,880
Government - Local (cities, counties, etc.)	208	\$43,597	\$32,000	\$37,000	\$42,525	\$47,420	\$57,090
Private Practice	710	\$65,471	\$35,000	\$43,625	\$56,000	\$74,900	\$112,810
Research Organizations & Laboratories	53	\$55,429	\$35,605	\$43,043	\$48,600	\$63,200	\$78,160
Transportation Services	22	\$49,093	\$36,894	\$42,800	\$48,100	\$53,700	\$60,411
Utilities - Electric	228	\$59,566	\$40,000	\$45,000	\$55,000	\$66,800	\$83,762
Utilities - Gas	33	\$62,578	\$40,048	\$47,575	\$53,500	\$64,250	\$107,898
Utilities - Pipelines	19	\$70,005	\$39,917	\$48,150	\$62,320	\$86,600	\$117,618
Utilities - Other or Mixed	59	\$59,411	\$38,093	\$43,170	\$56,200	\$66,350	\$94,800

Length of Experience and Registration Status

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
Professional Engineer	10	\$44,353	\$23,500	\$25,250	\$41,100	\$60,000	\$73,677
Engineer-in-Training/Engineer Intern	61	\$25,121	\$20,021	\$21,893	\$24,858	\$27,728	\$30,417
No Professional Registration or Certification	12	\$27,528	\$19,896	\$24,775	\$26,200	\$27,900	\$35,994
One Year							
Professional Engineer	11	\$42,194	\$23,585	\$25,794	\$41,300	\$61,200	\$72,958
Engineer-in-Training/Engineer Intern	99	\$26,741	\$20,368	\$21,815	\$26,160	\$28,950	\$31,821
No Professional Registration or Certification	8	\$27,030	\$24,218	\$25,363	\$26,760	\$28,795	\$30,307
Two Years							
Professional Engineer	19	\$35,837	\$25,336	\$30,125	\$36,000	\$42,297	\$48,420
Engineer-in-Training/Engineer Intern	220	\$27,772	\$22,250	\$25,000	\$27,800	\$30,000	\$32,372
No Professional Registration or Certification	14	\$29,712	\$24,641	\$26,855	\$29,984	\$30,900	\$32,488

Continued

Length of Experience and Registration Status

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Three Years							
Professional Engineer	23	\$37,108	\$25,900	\$29,625	\$37,200	\$42,575	\$49,728
Engineer-in-Training/Engineer Intern	255	\$29,457	\$22,782	\$25,763	\$29,184	\$32,601	\$36,140
No Professional Registration or Certification	11	\$30,978	\$24,358	\$27,909	\$30,630	\$34,323	\$38,455
Four Years							
Professional Engineer & Registered Land Surveyor	5	\$30,788	\$21,840	\$24,210	\$31,000	\$35,825	\$42,499
Professional Engineer	89	\$34,125	\$23,040	\$26,700	\$31,000	\$35,175	\$47,736
Engineer-in-Training/Engineer Intern	267	\$31,235	\$23,760	\$27,572	\$30,588	\$33,890	\$38,160
No Professional Registration or Certification	18	\$29,721	\$20,787	\$25,644	\$30,925	\$34,200	\$35,862
Five through Nine Years							
Professional Engineer & Registered Land Surveyor	68	\$35,926	\$25,000	\$29,880	\$34,000	\$40,000	\$48,861
Professional Engineer	1,517	\$36,658	\$27,000	\$30,328	\$34,700	\$40,000	\$47,000
Land Surveyor	7	\$35,089	\$17,234	\$23,130	\$30,000	\$41,275	\$62,479
Engineer-in-Training/Engineer Intern	308	\$34,284	\$26,007	\$29,855	\$33,563	\$37,340	\$42,378
No Professional Registration or Certification	41	\$33,934	\$29,024	\$32,908	\$36,800	\$44,890	\$53,800
10 through 14 Years							
Professional Engineer & Registered Land Surveyor	209	\$43,539	\$29,224	\$32,000	\$38,328	\$46,508	\$60,060
Professional Engineer & Registered Architect	7	\$34,560	\$21,364	\$24,865	\$35,000	\$45,150	\$46,820
Professional Engineer	1,925	\$42,879	\$30,560	\$35,000	\$40,500	\$47,000	\$56,000
Land Surveyor	5	\$34,342	\$19,500	\$23,565	\$26,500	\$45,197	\$60,787
Engineer-in-Training/Engineer Intern	93	\$42,746	\$28,296	\$33,900	\$40,000	\$45,000	\$58,180
No Professional Registration or Certification	39	\$47,654	\$29,216	\$35,117	\$43,000	\$48,855	\$59,600
15 through 19 Years							
Professional Engineer & Registered Land Surveyor	186	\$49,787	\$30,000	\$36,100	\$42,925	\$59,300	\$73,490
Professional Engineer & Registered Architect	6	\$38,808	\$21,999	\$31,000	\$38,925	\$46,000	\$55,899
Professional Engineer	1,316	\$49,363	\$34,301	\$39,200	\$45,500	\$55,000	\$66,984
Land Surveyor	6	\$37,779	\$21,847	\$26,323	\$40,500	\$48,000	\$49,000
Engineer-in-Training/Engineer Intern	21	\$45,409	\$28,120	\$38,500	\$43,500	\$49,685	\$62,279
No Professional Registration or Certification	22	\$39,926	\$29,005	\$32,843	\$38,720	\$45,079	\$51,488
20 through 24 Years							
Professional Engineer & Registered Land Surveyor	263	\$49,123	\$31,090	\$36,531	\$45,000	\$54,730	\$72,000
Professional Engineer & Registered Architect	8	\$42,236	\$27,336	\$35,563	\$42,250	\$51,250	\$55,382
Professional Engineer	1,467	\$53,225	\$34,800	\$40,000	\$47,729	\$59,000	\$75,000
Land Surveyor	14	\$38,652	\$25,427	\$29,900	\$35,061	\$45,000	\$52,966
Engineer-in-Training/Engineer Intern	27	\$45,804	\$30,088	\$34,550	\$39,480	\$49,210	\$63,339
No Professional Registration or Certification	24	\$47,625	\$29,025	\$34,384	\$42,315	\$53,734	\$69,549
25 through 29 Years							
Professional Engineer & Registered Land Surveyor	279	\$52,877	\$30,164	\$37,209	\$46,000	\$60,000	\$84,343
Professional Engineer & Registered Architect	9	\$37,237	\$25,400	\$29,750	\$38,000	\$44,528	\$47,520
Professional Engineer	1,146	\$51,995	\$35,802	\$42,000	\$50,000	\$61,000	\$80,000
Land Surveyor	7	\$56,464	\$30,600	\$34,750	\$56,000	\$68,313	\$93,697
Engineer-in-Training/Engineer Intern	19	\$56,756	\$32,174	\$40,250	\$51,532	\$64,300	\$82,400
No Professional Registration or Certification	18	\$45,478	\$31,310	\$40,140	\$45,100	\$54,000	\$57,701
30 Years or More							
Professional Engineer & Registered Land Surveyor	554	\$58,907	\$33,896	\$40,000	\$50,000	\$66,000	\$94,000
Professional Engineer & Registered Architect	20	\$55,918	\$34,100	\$38,500	\$49,400	\$69,750	\$89,248
Professional Engineer	2,861	\$59,443	\$36,000	\$42,960	\$52,500	\$66,707	\$91,440
Land Surveyor	7	\$60,898	\$38,188	\$41,025	\$55,000	\$76,800	\$97,678
Engineer-in-Training/Engineer Intern	6	\$42,724	\$22,609	\$35,300	\$43,860	\$51,000	\$60,108
No Professional Registration or Certification	32	\$64,523	\$34,034	\$42,265	\$53,500	\$71,250	\$110,800

Length of Experience and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
Non-Managerial Positions	51	\$27,196	\$19,853	\$22,815	\$25,000	\$27,975	\$30,595
Supervise 3 - 9 Non-Professionals	11	\$26,957	\$23,200	\$24,717	\$27,000	\$28,748	\$31,178
One Year							
Non-Managerial Positions	74	\$26,020	\$20,272	\$21,527	\$26,430	\$29,300	\$32,010
Supervise 3 - 9 Non-Professionals	11	\$31,375	\$21,516	\$23,132	\$27,000	\$28,660	\$56,585
Supervise 10 - 49 Non-Professionals	6	\$26,155	\$22,856	\$24,000	\$26,000	\$27,000	\$30,780
Two Years							
Non-Managerial Positions	132	\$28,446	\$23,903	\$26,000	\$28,310	\$30,808	\$33,018
Supervise 1 - 2 Professionals	9	\$24,819	\$16,297	\$23,611	\$27,000	\$27,535	\$29,354
Supervise 3 - 4 Professionals	8	\$27,680	\$21,182	\$22,600	\$27,888	\$30,458	\$36,520
Supervise 5 - 9 Professionals	9	\$33,688	\$23,380	\$25,645	\$27,500	\$43,491	\$48,960
Supervise 3 - 9 Non-Professionals	23	\$27,046	\$23,400	\$23,825	\$27,300	\$29,623	\$30,778
Three Years							
Non-Managerial Positions	130	\$29,540	\$23,412	\$26,000	\$29,880	\$32,756	\$35,029
Supervise 1 - 2 Professionals	14	\$28,559	\$23,595	\$25,064	\$26,930	\$31,000	\$34,279
Supervise 3 - 4 Professionals	9	\$29,962	\$21,519	\$27,775	\$30,000	\$34,020	\$36,240
Supervise 5 - 9 Professionals	8	\$32,682	\$22,310	\$24,404	\$27,500	\$39,650	\$52,185
Supervise 3 - 9 Non-Professionals	30	\$28,712	\$20,700	\$26,400	\$28,600	\$33,000	\$35,200
Supervise 10 - 49 Non-Professionals	16	\$30,501	\$25,200	\$27,375	\$30,102	\$32,723	\$37,950

Continued

Length of Experience and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Four Years							
Non-Manual Positions	151	\$31,059	\$24,632	\$27,792	\$30,596	\$33,830	\$37,162
Supervise 1 - 2 Professionals	20	\$34,346	\$23,787	\$28,000	\$31,077	\$36,513	\$52,766
Supervise 3 - 4 Professionals	13	\$31,898	\$21,876	\$27,625	\$33,000	\$36,070	\$39,072
Supervise 5 - 9 Professionals	13	\$33,905	\$24,852	\$26,838	\$32,000	\$41,012	\$50,180
Supervise 10 - 49 Professionals	7	\$35,536	\$14,071	\$33,198	\$33,920	\$39,875	\$48,059
Supervise 3 - 9 Non-Professionals	38	\$33,517	\$21,252	\$25,000	\$30,770	\$35,300	\$40,850
Supervise 10 - 49 Non-Professionals	20	\$32,179	\$27,093	\$28,575	\$30,962	\$34,300	\$41,250
Five through Nine Years							
Non-Manual Positions	553	\$34,624	\$26,786	\$30,227	\$33,600	\$37,410	\$42,481
Supervise 1 - 2 Professionals	106	\$34,283	\$26,437	\$28,600	\$33,600	\$38,000	\$44,387
Supervise 3 - 4 Professionals	141	\$34,618	\$26,345	\$29,853	\$34,000	\$38,072	\$43,404
Supervise 5 - 9 Professionals	143	\$37,704	\$28,000	\$31,595	\$36,030	\$42,012	\$48,410
Supervise 10 - 49 Professionals	74	\$42,629	\$30,000	\$35,000	\$40,440	\$49,000	\$55,910
Supervise 3 - 9 Non-Professionals	146	\$35,304	\$25,430	\$29,500	\$33,822	\$38,066	\$45,941
Supervise 10 - 49 Non-Professionals	94	\$35,457	\$28,072	\$31,500	\$34,500	\$39,000	\$44,052
Direct 50 - 99 Non-Professionals	15	\$40,062	\$30,852	\$33,375	\$37,600	\$42,300	\$54,674
Direct 100 - 249 Non-Professionals	9	\$41,873	\$30,520	\$36,325	\$41,500	\$49,625	\$52,820
10 through 14 Years							
Non-Manual Positions	353	\$38,809	\$29,600	\$33,775	\$38,000	\$42,600	\$49,658
Supervise 1 - 2 Professionals	102	\$38,713	\$29,576	\$32,900	\$38,850	\$43,028	\$48,055
Supervise 3 - 4 Professionals	197	\$39,965	\$31,212	\$34,441	\$38,850	\$43,000	\$50,000
Supervise 5 - 9 Professionals	251	\$42,095	\$32,000	\$36,000	\$40,500	\$45,600	\$51,060
Supervise 10 - 49 Professionals	183	\$49,411	\$35,860	\$40,100	\$45,000	\$53,758	\$65,560
Supervise 50 or More Professionals	25	\$64,683	\$39,500	\$48,081	\$52,800	\$72,325	\$125,998
Supervise 3 - 9 Non-Professionals	98	\$35,906	\$26,800	\$30,420	\$34,625	\$40,000	\$46,433
Supervise 10 - 49 Non-Professionals	99	\$42,000	\$29,610	\$34,562	\$40,000	\$45,567	\$53,000
Direct 50 - 99 Non-Professionals	24	\$46,170	\$28,673	\$31,102	\$40,660	\$50,495	\$65,669
Direct 100 - 249 Non-Professionals	17	\$47,442	\$37,736	\$40,445	\$46,400	\$53,300	\$59,400
15 through 19 Years							
Non-Manual Positions	235	\$40,990	\$31,104	\$35,000	\$39,700	\$45,889	\$52,000
Supervise 1 - 2 Professionals	57	\$42,745	\$30,000	\$35,854	\$40,250	\$47,570	\$52,180
Supervise 3 - 4 Professionals	91	\$42,696	\$32,325	\$36,057	\$41,500	\$47,120	\$53,552
Supervise 5 - 9 Professionals	169	\$47,277	\$35,500	\$39,598	\$45,000	\$52,050	\$63,680
Supervise 10 - 49 Professionals	171	\$52,882	\$37,500	\$42,248	\$49,500	\$60,000	\$72,200
Supervise 50 or More Professionals	43	\$62,396	\$43,616	\$49,409	\$57,500	\$72,135	\$92,159
Supervise 3 - 9 Non-Professionals	45	\$41,409	\$25,050	\$31,548	\$40,000	\$48,530	\$60,000
Supervise 10 - 49 Non-Professionals	52	\$51,893	\$35,719	\$40,000	\$43,995	\$56,150	\$67,760
Direct 50 - 99 Non-Professionals	16	\$50,351	\$32,254	\$39,295	\$45,218	\$60,900	\$74,750
Direct 100 - 249 Non-Professionals	9	\$54,116	\$38,278	\$38,989	\$40,914	\$59,440	\$98,662
20 through 24 Years							
Non-Manual Positions	260	\$42,608	\$30,600	\$35,913	\$41,496	\$48,459	\$54,950
Supervise 1 - 2 Professionals	51	\$43,297	\$31,833	\$37,050	\$42,000	\$47,596	\$56,609
Supervise 3 - 4 Professionals	92	\$45,835	\$32,700	\$36,391	\$42,211	\$48,076	\$55,431
Supervise 5 - 9 Professionals	166	\$49,528	\$35,030	\$40,000	\$46,000	\$52,800	\$67,800
Supervise 10 - 49 Professionals	215	\$55,989	\$39,000	\$44,757	\$52,150	\$62,910	\$75,000
Supervise 50 or More Professionals	72	\$71,230	\$43,400	\$50,550	\$62,098	\$86,600	\$108,179
Supervise 3 - 9 Non-Professionals	51	\$41,837	\$30,600	\$34,338	\$38,475	\$44,889	\$52,673
Supervise 10 - 49 Non-Professionals	62	\$46,876	\$32,001	\$38,200	\$42,031	\$48,000	\$67,300
Direct 50 - 99 Non-Professionals	25	\$52,407	\$34,000	\$38,064	\$44,356	\$56,604	\$79,999
Direct 100 - 249 Non-Professionals	9	\$72,715	\$44,520	\$47,802	\$63,000	\$92,575	\$118,716
Direct 250 - 499 Non-Professionals	5	\$62,244	\$46,920	\$49,230	\$54,000	\$68,975	\$102,496
25 through 29 Years							
Non-Manual Positions	235	\$45,016	\$32,000	\$37,000	\$43,000	\$49,815	\$58,200
Supervise 1 - 2 Professionals	45	\$44,092	\$32,500	\$37,250	\$44,000	\$48,980	\$53,160
Supervise 3 - 4 Professionals	99	\$48,141	\$34,169	\$40,745	\$46,000	\$51,647	\$57,260
Supervise 5 - 9 Professionals	167	\$50,532	\$35,000	\$40,175	\$48,000	\$55,539	\$68,363
Supervise 10 - 49 Professionals	252	\$57,226	\$39,988	\$45,000	\$52,990	\$64,000	\$78,859
Supervise 50 or More Professionals	71	\$68,208	\$44,870	\$51,163	\$65,158	\$79,450	\$92,399
Supervise 3 - 9 Non-Professionals	39	\$50,017	\$30,063	\$35,862	\$44,000	\$52,608	\$70,000
Supervise 10 - 49 Non-Professionals	66	\$56,047	\$34,061	\$40,868	\$47,540	\$60,000	\$87,600
Direct 50 - 99 Non-Professionals	24	\$59,548	\$35,223	\$42,400	\$51,000	\$70,200	\$94,670
Direct 100 - 249 Non-Professionals	12	\$53,192	\$41,880	\$44,288	\$47,767	\$52,500	\$78,197
Direct 500 or More Non-Professionals	5	\$81,588	\$37,440	\$55,485	\$81,500	\$110,625	\$119,999
30 years or More							
Non-Manual Positions	571	\$48,275	\$32,413	\$38,148	\$45,406	\$53,950	\$65,400
Supervise 1 - 2 Professionals	68	\$46,518	\$32,209	\$36,694	\$44,752	\$51,897	\$62,555
Supervise 3 - 4 Professionals	158	\$49,497	\$34,000	\$39,519	\$47,194	\$56,200	\$66,630
Supervise 5 - 9 Professionals	258	\$53,102	\$37,204	\$42,000	\$48,763	\$58,200	\$74,350
Supervise 10 - 49 Professionals	421	\$61,104	\$41,199	\$47,775	\$56,000	\$67,600	\$82,748
Supervise 50 or More Professionals	215	\$80,036	\$44,385	\$55,800	\$69,000	\$94,910	\$127,500

Continued

Length of Experience and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Supervise 3 - 9 Non-Professionals	79	\$50,078	\$27,232	\$35,000	\$44,000	\$54,284	\$74,400
Supervise 10 - 49 Non-Professionals	114	\$54,369	\$34,250	\$40,000	\$50,000	\$62,027	\$80,040
Direct 50 - 99 Non-Professionals	44	\$60,063	\$34,281	\$44,340	\$53,375	\$69,743	\$90,470
Direct 100 - 249 Non-Professionals	26	\$59,662	\$34,819	\$45,000	\$57,000	\$72,800	\$89,374
Direct 250 - 499 Non-Professionals	8	\$65,040	\$49,352	\$52,000	\$55,574	\$64,550	\$108,880
Direct 500 or More Non-Professionals	8	\$85,933	\$45,111	\$55,440	\$72,199	\$106,400	\$159,100

Length of Experience and Level of Professional Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
Engineer I/II	23	\$23,153	\$18,432	\$21,375	\$22,000	\$24,927	\$28,440
Engineer III	33	\$25,879	\$20,856	\$24,480	\$26,400	\$27,768	\$29,760
Engineer IV	12	\$26,547	\$21,695	\$24,470	\$26,000	\$28,902	\$32,009
One Year							
Engineer I/II	37	\$24,958	\$19,770	\$21,495	\$26,160	\$27,515	\$29,640
Engineer III	43	\$26,288	\$20,264	\$22,080	\$26,000	\$29,175	\$31,668
Engineer IV	21	\$29,883	\$23,600	\$25,734	\$28,000	\$29,618	\$37,900
Two Years							
Engineer I/II	30	\$26,147	\$19,676	\$21,809	\$25,900	\$29,600	\$32,400
Engineer III	103	\$27,557	\$23,632	\$25,000	\$27,550	\$29,375	\$31,242
Engineer IV	70	\$28,721	\$24,087	\$26,750	\$28,394	\$30,816	\$33,265
Engineer V	22	\$32,186	\$24,968	\$26,580	\$30,210	\$36,000	\$45,470
Engineer VI	8	\$33,190	\$23,410	\$28,000	\$30,000	\$40,208	\$45,989
Three Years							
Engineer I/II	22	\$28,783	\$22,302	\$24,127	\$29,298	\$33,000	\$35,218
Engineer III	103	\$28,649	\$21,792	\$25,073	\$28,080	\$31,968	\$34,188
Engineer IV	110	\$29,698	\$23,981	\$26,300	\$29,700	\$32,800	\$37,111
Engineer V	27	\$32,043	\$25,022	\$29,616	\$31,415	\$34,796	\$37,280
Engineer VI	6	\$39,433	\$26,810	\$30,500	\$39,650	\$44,000	\$55,159
Four Years							
Engineer I/II	22	\$28,443	\$21,328	\$23,100	\$29,000	\$32,400	\$33,660
Engineer III	101	\$28,649	\$21,094	\$24,485	\$28,100	\$33,002	\$35,580
Engineer IV	158	\$30,381	\$24,390	\$27,700	\$30,000	\$32,968	\$36,294
Engineer V	51	\$35,380	\$28,140	\$30,189	\$33,000	\$37,675	\$47,664
Engineer VI	22	\$35,790	\$24,640	\$30,000	\$33,220	\$38,000	\$50,220
Five through Nine Years							
Engineer I/II	22	\$28,586	\$21,521	\$23,275	\$28,250	\$32,625	\$36,725
Engineer III	178	\$31,144	\$24,930	\$27,240	\$30,243	\$34,200	\$38,440
Engineer IV	681	\$33,656	\$26,325	\$29,395	\$32,640	\$36,801	\$41,226
Engineer V	578	\$36,909	\$28,515	\$31,670	\$35,233	\$40,500	\$46,940
Engineer VI	275	\$39,166	\$28,965	\$33,350	\$38,000	\$43,698	\$50,000
Engineer VII	74	\$44,443	\$31,180	\$34,820	\$39,750	\$49,200	\$60,400
Engineer VIII	32	\$50,675	\$30,000	\$38,550	\$45,672	\$55,338	\$71,599
Engineer IX	15	\$64,914	\$36,000	\$45,851	\$60,000	\$73,063	\$80,000
10 through 14 Years							
Engineer I/II	6	\$33,240	\$21,589	\$26,900	\$33,990	\$40,560	\$42,756
Engineer III	62	\$34,969	\$24,721	\$30,600	\$34,500	\$39,728	\$42,955
Engineer IV	366	\$35,720	\$27,381	\$30,700	\$35,000	\$40,000	\$44,000
Engineer V	664	\$39,239	\$30,036	\$34,000	\$38,620	\$43,000	\$48,002
Engineer VI	532	\$43,188	\$32,583	\$36,600	\$41,730	\$47,075	\$54,090
Engineer VII	306	\$48,114	\$34,410	\$40,000	\$45,498	\$51,520	\$64,960
Engineer VIII	162	\$54,970	\$34,850	\$41,900	\$50,000	\$62,000	\$75,650
Engineer IX	47	\$70,059	\$45,500	\$49,925	\$62,500	\$79,500	\$106,900
15 through 19 Years							
Engineer III	26	\$33,811	\$26,402	\$28,977	\$32,980	\$37,998	\$43,778
Engineer IV	136	\$37,943	\$29,015	\$33,492	\$37,470	\$41,590	\$47,280
Engineer V	314	\$42,029	\$31,934	\$35,942	\$40,434	\$47,230	\$53,568
Engineer VI	368	\$46,671	\$35,019	\$39,974	\$44,000	\$51,032	\$61,937
Engineer VII	313	\$50,209	\$36,320	\$42,000	\$47,412	\$55,000	\$65,000
Engineer VIII	238	\$58,098	\$39,000	\$45,661	\$55,250	\$65,800	\$80,000
Engineer IX	73	\$80,036	\$46,237	\$60,000	\$72,000	\$91,925	\$120,655
20 through 24 Years							
Engineer III	21	\$34,637	\$25,317	\$30,277	\$36,000	\$39,109	\$41,300
Engineer IV	121	\$38,375	\$28,100	\$32,950	\$38,000	\$43,182	\$49,000
Engineer V	296	\$41,810	\$32,582	\$35,696	\$39,787	\$45,938	\$51,289
Engineer VI	393	\$46,143	\$33,888	\$39,614	\$44,400	\$51,013	\$60,000
Engineer VII	390	\$51,861	\$37,891	\$42,150	\$49,047	\$56,800	\$71,221
Engineer VIII	305	\$62,840	\$40,800	\$49,829	\$57,629	\$69,344	\$91,000
Engineer IX	135	\$81,639	\$50,500	\$60,250	\$70,000	\$91,875	\$121,000
25 through 29 Years							
Engineer III	12	\$36,111	\$29,470	\$30,642	\$35,750	\$38,850	\$45,618
Engineer IV	103	\$38,585	\$29,900	\$32,924	\$38,039	\$44,226	\$48,735
Engineer V	249	\$43,167	\$31,399	\$36,975	\$42,500	\$48,672	\$54,000
Engineer VI	349	\$47,530	\$35,040	\$40,000	\$45,000	\$52,344	\$63,756
Engineer VII	367	\$52,248	\$37,000	\$42,546	\$50,100	\$56,475	\$70,000
Engineer VIII	357	\$62,144	\$42,000	\$49,875	\$57,000	\$70,000	\$91,600
Engineer IX	182	\$74,750	\$43,949	\$54,000	\$69,850	\$88,000	\$117,200

Continued

Length of Experience and Level of Professional Responsibility

30 Years or More

Engineer I/II	10	\$33,795	\$21,999	\$27,800	\$32,119	\$40,000	\$48,404
Engineer III	35	\$37,758	\$25,800	\$30,605	\$37,000	\$43,887	\$50,000
Engineer IV	188	\$40,613	\$30,000	\$33,733	\$39,253	\$45,275	\$56,000
Engineer V	431	\$44,270	\$32,912	\$37,470	\$42,000	\$50,000	\$58,320
Engineer VI	580	\$50,216	\$35,725	\$41,000	\$46,784	\$56,000	\$69,258
Engineer VII	703	\$55,497	\$40,000	\$45,238	\$52,520	\$61,410	\$74,920
Engineer VIII	676	\$65,735	\$40,520	\$49,038	\$59,386	\$75,000	\$99,900
Engineer IX	482	\$84,986	\$48,000	\$60,000	\$72,650	\$100,000	\$140,000

Level of Education and Industry or Service of Employer

Less than BA/BS Degree

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
All Manufacturing/Extractive Employers	96	\$47,075	\$31,020	\$36,875	\$44,000	\$55,445	\$64,518
Aerospace & Aircraft Products	6	\$44,043	\$28,137	\$35,000	\$35,500	\$52,884	\$75,486
Electrical & Electronic Equipment	12	\$42,115	\$20,751	\$34,790	\$42,000	\$48,125	\$63,599
Fabricated Metal Products	16	\$49,522	\$30,499	\$37,543	\$49,650	\$54,453	\$64,284
Food, Beverage & Tobacco Products	8	\$53,806	\$32,380	\$45,195	\$55,725	\$61,500	\$70,611
Machinery (except electrical)	14	\$44,011	\$27,705	\$32,225	\$41,065	\$52,400	\$61,301
Petroleum & Coal Products	11	\$55,519	\$34,920	\$43,500	\$53,144	\$61,255	\$84,209
Transportation Equipment	5	\$43,364	\$35,300	\$36,950	\$37,768	\$50,538	\$58,299
All Non-Manufacturing/Extractive Employers	339	\$46,332	\$28,619	\$34,575	\$41,680	\$52,300	\$58,460
Construction & Real Estate Development	27	\$50,893	\$32,766	\$37,244	\$45,600	\$54,800	\$76,660
Engineering Services	67	\$47,576	\$29,660	\$35,867	\$44,096	\$56,500	\$76,800
Government - Federal (including Armed Forces)	15	\$38,310	\$27,776	\$37,052	\$38,506	\$43,041	\$44,760
Government - State	31	\$40,172	\$28,000	\$32,052	\$38,628	\$43,065	\$50,650
Government - Local (cities, counties, etc.)	33	\$37,236	\$26,392	\$32,063	\$35,000	\$42,238	\$47,689
Private Practice	122	\$51,368	\$29,729	\$36,750	\$45,000	\$60,000	\$79,793
Utilities - Electric	16	\$40,272	\$26,300	\$32,952	\$40,250	\$44,267	\$51,299
Utilities - Other or Mixed	7	\$42,571	\$25,720	\$29,950	\$40,150	\$57,000	\$61,800

B.A. Degree

All Manufacturing/Extractive Employers	74	\$52,631	\$31,148	\$37,680	\$45,330	\$58,800	\$93,560
Aerospace & Aircraft Products	5	\$37,778	\$30,000	\$32,558	\$39,480	\$43,000	\$43,000
Chemical, Pharmaceutical & Allied Products	8	\$60,015	\$35,300	\$37,393	\$43,560	\$60,608	\$116,600
Electrical & Electronic Equipment	11	\$55,929	\$35,437	\$43,825	\$48,000	\$59,008	\$95,799
Fabricated Metal Products	13	\$47,879	\$32,112	\$36,750	\$43,200	\$47,223	\$85,879
Machinery (except electrical)	6	\$37,942	\$28,365	\$28,500	\$37,000	\$40,000	\$55,118
Petroleum & Coal Products	8	\$66,033	\$44,487	\$54,980	\$59,400	\$79,500	\$98,850
All Non-Manufacturing/Extractive Employers	213	\$53,347	\$33,347	\$38,900	\$46,000	\$60,000	\$85,200
Construction & Real Estate Development	18	\$54,258	\$25,750	\$38,200	\$46,520	\$54,600	\$101,400
Engineering Services	34	\$60,770	\$32,725	\$43,100	\$51,086	\$65,900	\$96,916
Government - Federal (including Armed Forces)	7	\$41,786	\$35,835	\$38,518	\$39,519	\$45,576	\$50,366
Government - State	12	\$37,675	\$26,449	\$36,128	\$39,424	\$41,250	\$55,392
Government - Local (cities, counties, etc.)	15	\$39,562	\$30,000	\$34,625	\$39,000	\$45,194	\$48,745
Private Practice	79	\$55,633	\$33,174	\$40,000	\$50,000	\$65,750	\$90,480
Research Organizations & Laboratories	5	\$51,285	\$40,920	\$42,371	\$43,700	\$63,238	\$66,950
Utilities - Electric	13	\$60,832	\$37,919	\$48,750	\$59,040	\$72,150	\$81,998
Utilities - Gas	6	\$46,920	\$37,299	\$44,500	\$47,250	\$50,220	\$55,241
Utilities - Other or Mixed	7	\$55,088	\$37,984	\$38,349	\$42,240	\$70,000	\$86,198

B.S. Degree (non-engineering)

All Manufacturing/Extractive Employers	63	\$50,208	\$30,000	\$35,225	\$44,000	\$51,039	\$76,039
Chemical, Pharmaceutical & Allied Products	6	\$50,433	\$41,640	\$42,000	\$46,500	\$55,000	\$69,398
Electrical & Electronic Equipment	10	\$52,232	\$30,849	\$42,720	\$50,200	\$53,500	\$81,746
Machinery (except electrical)	6	\$52,988	\$25,500	\$30,000	\$36,563	\$80,200	\$106,657
Petroleum & Coal Products	10	\$72,480	\$42,300	\$46,014	\$50,526	\$60,000	\$164,883
Transportation Equipment	5	\$34,166	\$21,350	\$28,858	\$32,618	\$37,875	\$52,498
All Non-Manufacturing/Extractive Employers	164	\$45,717	\$27,988	\$33,200	\$40,280	\$51,815	\$64,595
Communications Services (radio, TV, telephone & telegraph)	7	\$53,131	\$33,372	\$36,495	\$49,000	\$55,870	\$93,227
Construction & Real Estate Development	11	\$56,775	\$31,198	\$40,400	\$42,320	\$61,680	\$110,870
Engineering Services	34	\$44,751	\$29,406	\$33,940	\$42,000	\$50,000	\$62,452
Government - Federal (including Armed Forces)	12	\$41,895	\$30,764	\$32,200	\$41,764	\$50,955	\$56,297
Government - State	5	\$40,825	\$32,500	\$38,857	\$41,500	\$43,513	\$46,700
Government - Local (cities, counties, etc.)	12	\$31,407	\$21,475	\$26,550	\$32,750	\$36,450	\$38,903
Private Practice	48	\$46,926	\$25,135	\$31,250	\$40,700	\$52,500	\$65,000
Utilities - Electric	14	\$45,017	\$29,990	\$36,333	\$38,970	\$47,000	\$63,347

B.S. Degree (engineering)

All Manufacturing/Extractive Employers	2,164	\$48,220	\$28,922	\$31,313	\$42,755	\$51,750	\$72,630
Aerospace & Aircraft Products	146	\$41,679	\$26,901	\$32,000	\$40,734	\$49,000	\$55,999
Chemical, Pharmaceutical & Allied Products	246	\$49,596	\$30,846	\$36,200	\$45,150	\$56,500	\$75,000
Electrical & Electronic Equipment	315	\$47,446	\$28,620	\$31,688	\$42,000	\$52,060	\$70,000
Fabricated Metal Products	212	\$46,029	\$26,977	\$32,843	\$39,206	\$52,000	\$70,000
Food, Beverage & Tobacco Products	102	\$49,578	\$29,460	\$37,000	\$44,410	\$56,398	\$74,050
Machinery (except electrical)	150	\$45,696	\$26,900	\$32,000	\$41,600	\$51,613	\$70,738
Petroleum & Coal Products	375	\$56,250	\$33,000	\$38,715	\$49,800	\$66,636	\$87,416
Primary Metal Industries	85	\$46,145	\$29,964	\$33,000	\$42,000	\$51,210	\$67,000
Rubber & Plastic Products	48	\$44,171	\$31,800	\$34,958	\$40,905	\$53,000	\$61,697
Stone, Clay, Glass & Concrete Products	103	\$49,185	\$29,740	\$35,075	\$43,000	\$54,800	\$70,000
Transportation Equipment	96	\$41,663	\$27,228	\$32,089	\$39,000	\$47,207	\$55,000
All Non-Manufacturing/Extractive Employers	6,337	\$46,846	\$27,929	\$33,199	\$41,265	\$52,500	\$70,914
Colleges & Universities	52	\$40,684	\$29,030	\$33,670	\$39,023	\$49,400	\$55,000
Communications Services (radio, TV, telephone & telegraph)	168	\$51,562	\$34,060	\$39,650	\$47,300	\$57,000	\$76,540
Construction & Real Estate Development	501	\$55,265	\$28,500	\$35,075	\$45,409	\$64,000	\$94,120
Engineering Services	948	\$46,122	\$26,817	\$32,199	\$42,000	\$54,000	\$69,936
Government - Federal (including Armed Forces)	452	\$40,187	\$28,704	\$32,500	\$39,299	\$46,000	\$53,323
Government - State	396	\$36,705	\$24,000	\$30,232	\$35,930	\$41,350	\$48,277
Government - Local (cities, counties, etc.)	604	\$38,042	\$26,994	\$31,150	\$36,600	\$42,575	\$49,587
Private Practice	1,753	\$51,460	\$27,300	\$34,000	\$43,750	\$60,000	\$83,580
Research Organizations & Laboratories	78	\$42,545	\$27,809	\$34,000	\$40,756	\$47,100	\$59,045

Continued

Level of Education and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Transportation Services	50	\$47,114	\$29,950	\$32,301	\$40,992	\$51,250	\$60,028
Utilities - Electric	817	\$45,317	\$30,503	\$35,002	\$42,000	\$50,225	\$63,000
Utilities - Gas	113	\$46,602	\$30,288	\$33,900	\$41,000	\$50,025	\$63,360
Utilities - Pipelines	74	\$54,115	\$33,294	\$39,300	\$46,350	\$64,400	\$84,001
Utilities - Other or Mixed	170	\$46,327	\$31,250	\$35,000	\$42,859	\$53,700	\$64,040

MA/MS Degree (not MRA or engineering)

All Manufacturing/Extractive Employers	95	\$49,306	\$32,800	\$39,591	\$47,400	\$55,411	\$67,415
Aerospace & Aircraft Products	9	\$46,895	\$33,481	\$41,064	\$49,400	\$53,500	\$58,660
Chemical, Pharmaceutical & Allied Products	14	\$62,038	\$39,324	\$48,200	\$61,050	\$70,000	\$79,496
Electrical & Electronic Equipment	21	\$48,100	\$30,648	\$38,304	\$44,000	\$51,825	\$60,902
Fabricated Metal Products	9	\$45,982	\$28,920	\$32,325	\$41,860	\$51,375	\$76,796
Food, Beverage & Tobacco Products	5	\$49,960	\$41,500	\$44,875	\$47,400	\$53,875	\$64,599
Machinery (except electrical)	5	\$55,368	\$42,000	\$46,680	\$53,000	\$61,200	\$77,998
Petroleum & Coal Products	5	\$56,172	\$46,456	\$47,989	\$48,960	\$66,479	\$72,459
Transportation Equipment	7	\$44,756	\$34,810	\$37,507	\$41,000	\$54,077	\$55,829
All Non-Manufacturing/Extractive Employers	345	\$47,652	\$30,600	\$36,000	\$44,020	\$53,246	\$65,000
Colleges & Universities	21	\$39,536	\$29,863	\$33,000	\$38,000	\$46,169	\$52,849
Communications Services (radio, TV, telephone & telegraph)	14	\$47,816	\$35,680	\$41,800	\$46,000	\$54,200	\$60,999
Construction & Real Estate Development	11	\$75,870	\$32,760	\$44,600	\$65,000	\$84,850	\$144,167
Engineering Services	61	\$49,371	\$28,722	\$35,000	\$44,400	\$58,050	\$67,607
Government - Federal (including Armed Forces)	40	\$47,751	\$33,418	\$40,125	\$48,305	\$54,631	\$63,800
Government - State	30	\$41,539	\$31,754	\$35,850	\$39,654	\$46,434	\$52,806
Government - Local (cities, counties, etc.)	35	\$41,326	\$30,000	\$36,200	\$39,640	\$47,185	\$53,647
Private Practice	84	\$49,207	\$29,670	\$35,500	\$45,900	\$57,370	\$70,094
Research Organizations & Laboratories	5	\$47,776	\$36,200	\$44,040	\$50,025	\$53,000	\$53,000
Utilities - Electric	25	\$48,171	\$32,869	\$37,400	\$43,450	\$53,525	\$64,080
Utilities - Other or Mixed	8	\$45,816	\$26,981	\$35,219	\$44,400	\$47,020	\$75,753

MBA Degree

All Manufacturing/Extractive Employers	206	\$51,902	\$32,000	\$37,128	\$44,970	\$54,240	\$75,000
Aerospace & Aircraft Products	8	\$56,080	\$31,709	\$38,850	\$44,970	\$55,500	\$116,300
Chemical, Pharmaceutical & Allied Products	24	\$44,803	\$32,150	\$37,503	\$44,750	\$52,770	\$56,715
Electrical & Electronic Equipment	34	\$52,731	\$32,900	\$39,744	\$46,319	\$56,000	\$70,380
Fabricated Metal Products	29	\$53,984	\$28,890	\$35,750	\$43,546	\$57,750	\$82,100
Food, Beverage & Tobacco Products	14	\$42,811	\$32,700	\$38,000	\$42,000	\$48,960	\$51,860
Machinery (except electrical)	18	\$52,036	\$31,637	\$33,600	\$44,800	\$61,000	\$84,139
Petroleum & Coal Products	18	\$66,408	\$35,223	\$37,200	\$44,500	\$71,550	\$157,393
Primary Metal Industries	9	\$45,899	\$33,257	\$40,916	\$47,000	\$50,103	\$56,943
Rubber & Plastic Products	6	\$44,050	\$29,849	\$37,500	\$45,750	\$48,500	\$56,869
Stone, Clay, Glass & Concrete Products	9	\$46,568	\$32,500	\$35,875	\$42,300	\$51,600	\$71,720
Transportation Equipment	9	\$48,302	\$36,080	\$40,550	\$45,576	\$54,060	\$66,694
All Non-Manufacturing/Extractive Employers	401	\$51,907	\$32,392	\$39,023	\$46,824	\$58,140	\$75,000
Colleges & Universities	5	\$40,625	\$28,900	\$31,769	\$40,000	\$48,375	\$55,499
Communications Services (radio, TV, telephone & telegraph)	23	\$65,508	\$37,411	\$49,675	\$61,500	\$82,475	\$92,320
Construction & Real Estate Development	46	\$62,249	\$28,590	\$40,000	\$52,550	\$76,800	\$99,179
Engineering Services	57	\$52,726	\$33,640	\$42,675	\$47,700	\$58,875	\$68,400
Government - Federal (including Armed Forces)	33	\$44,753	\$32,175	\$38,282	\$44,871	\$49,720	\$58,295
Government - State	13	\$38,806	\$29,813	\$31,375	\$37,300	\$45,450	\$50,200
Government - Local (cities, counties, etc.)	22	\$47,302	\$35,590	\$43,200	\$45,690	\$51,500	\$63,324
Private Practice	76	\$51,489	\$28,919	\$38,400	\$46,550	\$61,500	\$71,953
Transportation Services	5	\$49,280	\$30,000	\$35,325	\$47,300	\$61,000	\$75,998
Utilities - Electric	62	\$51,468	\$36,780	\$39,000	\$46,172	\$54,135	\$74,580
Utilities - Gas	15	\$43,935	\$31,280	\$34,513	\$43,990	\$51,749	\$59,999
Utilities - Other or Mixed	17	\$51,678	\$38,334	\$40,885	\$43,000	\$50,125	\$59,820

M.S. Degree in Engineering

All Manufacturing/Extractive Employers	658	\$52,689	\$32,490	\$39,260	\$48,000	\$58,200	\$78,701
Aerospace & Aircraft Products	93	\$47,984	\$32,800	\$39,195	\$47,000	\$55,400	\$62,090
Chemical, Pharmaceutical & Allied Products	80	\$44,256	\$34,612	\$39,950	\$47,200	\$58,250	\$82,500
Electrical & Electronic Equipment	143	\$50,203	\$31,982	\$38,401	\$48,000	\$55,665	\$72,172
Fabricated Metal Products	56	\$52,599	\$30,532	\$40,008	\$47,070	\$56,800	\$81,500
Food, Beverage & Tobacco Products	17	\$58,573	\$39,238	\$43,125	\$48,000	\$74,247	\$89,969
Machinery (except electrical)	35	\$53,349	\$28,836	\$38,250	\$48,000	\$64,750	\$80,000
Petroleum & Coal Products	87	\$61,932	\$37,179	\$43,584	\$53,500	\$72,450	\$95,600
Primary Metal Industries	15	\$47,587	\$29,000	\$32,875	\$43,000	\$63,275	\$68,900
Stone, Clay, Glass & Concrete Products	17	\$45,496	\$25,439	\$36,225	\$41,850	\$55,525	\$60,800
Transportation Equipment	47	\$50,672	\$34,600	\$39,725	\$44,600	\$52,200	\$78,859
All Non-Manufacturing/Extractive Employers	2,138	\$48,823	\$30,000	\$36,000	\$44,000	\$55,000	\$70,794
Colleges & Universities	126	\$40,484	\$25,012	\$30,000	\$37,981	\$48,000	\$58,890
Communications Services (radio, TV, telephone & telegraph)	26	\$46,766	\$37,982	\$39,988	\$44,250	\$55,000	\$59,850
Construction & Real Estate Development	98	\$58,915	\$34,168	\$39,000	\$47,100	\$70,000	\$99,400
Engineering Services	443	\$50,905	\$30,654	\$37,410	\$47,000	\$59,279	\$75,000
Government - Federal (including Armed Forces)	173	\$43,408	\$31,849	\$34,606	\$40,767	\$50,000	\$58,982
Government - State	122	\$38,920	\$26,777	\$30,059	\$38,277	\$45,816	\$51,489
Government - Local (cities, counties, etc.)	148	\$40,620	\$29,277	\$34,000	\$40,325	\$46,000	\$52,000
Private Practice	699	\$51,802	\$29,337	\$35,000	\$44,600	\$60,000	\$80,060
Research Organizations & Laboratories	51	\$47,562	\$34,800	\$40,925	\$46,600	\$52,188	\$58,839
Transportation Services	14	\$44,678	\$33,550	\$41,000	\$49,000	\$60,000	\$74,353
Utilities - Electric	128	\$49,571	\$36,456	\$40,000	\$45,912	\$57,750	\$64,973
Utilities - Gas	12	\$59,679	\$43,840	\$52,880	\$54,750	\$64,000	\$82,307
Utilities - Pipelines	9	\$50,201	\$39,306	\$37,066	\$50,000	\$51,980	\$78,138
Utilities - Other or Mixed	36	\$49,143	\$34,056	\$40,450	\$45,747	\$54,900	\$63,972

Doctorate

All Manufacturing/Extractive Employers	71	\$67,814	\$43,600	\$52,446	\$62,000	\$74,875	\$97,600
Aerospace & Aircraft Products	11	\$60,297	\$43,600	\$47,164	\$52,880	\$65,514	\$90,683
Chemical, Pharmaceutical & Allied Products	15	\$65,570	\$45,599	\$53,375	\$64,000	\$74,705	\$90,000
Electrical & Electronic Equipment	14	\$76,529	\$52,420	\$52,600	\$62,550	\$83,300	\$134,615
Petroleum & Coal Products	12	\$84,914	\$57,739	\$65,000	\$76,000	\$83,500	\$131,490
All Non-Manufacturing/Extractive Employers	568	\$55,256	\$35,000	\$41,500	\$50,940	\$62,500	\$75,376

Continued

Level of Education and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Colleges & Universities	331	\$50,665	\$33,810	\$39,925	\$49,680	\$59,336	\$69,242
Construction & Real Estate Development	7	\$61,406	\$36,712	\$40,550	\$50,000	\$54,225	\$131,091
Engineering Services	50	\$66,603	\$35,200	\$44,740	\$56,000	\$81,000	\$107,749
Government - Federal (including Armed Forces)	34	\$51,386	\$39,233	\$44,242	\$48,835	\$63,150	\$67,180
Government - State	13	\$44,605	\$30,796	\$36,394	\$42,177	\$52,217	\$59,040
Private Practice	67	\$69,435	\$37,460	\$47,533	\$56,368	\$78,451	\$122,199
Research Organizations & Laboratories	40	\$60,433	\$44,370	\$47,500	\$55,752	\$70,363	\$78,400
Utilities - Electric	9	\$58,915	\$37,972	\$42,969	\$54,000	\$68,208	\$95,424

Level of Education and Major Branch of Engineering

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Less than BA/BS Degree							
Civil (General)	137	\$44,623	\$28,299	\$33,850	\$39,750	\$50,000	\$68,320
Civil (primarily Structural)	26	\$47,815	\$27,198	\$37,674	\$44,340	\$54,000	\$66,900
Civil (primarily Surveying)	24	\$46,075	\$25,892	\$30,300	\$40,000	\$55,100	\$81,719
Electrical & Electronic	65	\$42,145	\$30,000	\$33,750	\$41,000	\$47,181	\$60,000
Industrial	6	\$46,719	\$39,254	\$45,000	\$47,250	\$49,800	\$52,140
Manufacturing	11	\$53,580	\$30,400	\$35,075	\$47,950	\$51,765	\$93,290
Mechanical	102	\$48,638	\$32,695	\$38,000	\$44,221	\$59,559	\$67,723
Petroleum & Mining	6	\$42,020	\$20,599	\$26,000	\$38,550	\$58,000	\$69,717
Sanitary, Environmental & Pollution Control	9	\$52,015	\$29,623	\$37,785	\$41,760	\$52,875	\$101,993

B A Degree

Chemical	6	\$63,387	\$42,792	\$44,520	\$53,900	\$63,400	\$116,134
Civil (General)	93	\$49,698	\$29,959	\$35,000	\$43,000	\$52,228	\$86,000
Civil (primarily Structural)	13	\$69,952	\$37,566	\$43,650	\$53,000	\$87,875	\$118,991
Electrical & Electronic	53	\$57,312	\$36,000	\$42,180	\$50,000	\$67,713	\$90,680
Industrial	5	\$54,007	\$26,335	\$34,709	\$43,000	\$68,800	\$107,195
Mechanical	58	\$52,314	\$33,887	\$36,500	\$46,000	\$59,500	\$85,000
Petroleum & Mining	8	\$65,355	\$51,642	\$54,980	\$59,400	\$71,680	\$94,308
Sanitary, Environmental & Pollution Control	10	\$47,565	\$36,198	\$40,000	\$42,379	\$56,000	\$66,000

B S Degree (non-engineering)

Chemical	5	\$35,550	\$24,850	\$30,213	\$35,000	\$39,825	\$49,199
Civil (General)	63	\$43,282	\$27,400	\$34,575	\$40,000	\$48,425	\$60,160
Civil (primarily Structural)	13	\$40,736	\$25,488	\$27,875	\$35,100	\$50,215	\$61,525
Electrical & Electronic	32	\$48,294	\$31,266	\$39,150	\$45,580	\$52,610	\$61,050
Industrial	8	\$55,330	\$27,920	\$39,470	\$43,000	\$74,750	\$102,600
Manufacturing	6	\$41,477	\$31,524	\$33,000	\$43,250	\$47,600	\$50,120
Mechanical	39	\$47,651	\$30,000	\$35,325	\$44,200	\$54,103	\$70,999
Petroleum & Mining	8	\$78,331	\$41,540	\$45,122	\$48,750	\$74,750	\$198,540
Sanitary, Environmental & Pollution Control	11	\$52,432	\$30,180	\$32,425	\$33,800	\$55,253	\$114,789

B S Degree (engineering)

Aeronautical & Aerospace	70	\$44,480	\$26,150	\$32,500	\$40,750	\$51,300	\$73,850
Agricultural	71	\$37,546	\$24,877	\$28,223	\$34,454	\$43,101	\$50,480
Architectural	84	\$49,970	\$25,364	\$33,486	\$41,939	\$62,000	\$82,300
Chemical	286	\$49,495	\$29,486	\$33,500	\$44,000	\$56,000	\$76,948
Civil (General)	2,775	\$45,683	\$26,780	\$32,301	\$40,000	\$50,600	\$70,000
Civil (primarily Structural)	629	\$46,257	\$27,300	\$33,038	\$41,000	\$52,850	\$70,754
Civil (primarily Surveying)	58	\$39,041	\$21,904	\$26,000	\$32,902	\$50,000	\$64,100
Cost/Value	26	\$42,121	\$29,256	\$34,000	\$41,820	\$44,000	\$53,093
Electrical & Electronic	1,554	\$47,728	\$30,395	\$36,000	\$43,362	\$53,376	\$68,042
Industrial	112	\$45,935	\$27,239	\$32,750	\$41,000	\$52,500	\$65,579
Manufacturing	90	\$46,539	\$29,652	\$34,200	\$41,234	\$54,500	\$67,860
Mechanical	1,614	\$48,593	\$29,795	\$35,248	\$43,000	\$54,000	\$72,500
Metallurgical & Materials	35	\$39,200	\$26,000	\$28,539	\$32,750	\$45,490	\$56,750
Nuclear	47	\$50,057	\$31,160	\$35,979	\$43,500	\$57,075	\$69,159
Petroleum & Mining	236	\$58,093	\$32,410	\$40,000	\$50,725	\$69,875	\$86,742
Safety	26	\$41,966	\$27,407	\$34,000	\$37,733	\$45,000	\$68,349
Sanitary, Environmental & Pollution Control	277	\$44,451	\$26,225	\$30,713	\$37,500	\$48,189	\$67,787

MA/MS Degree (not MBA or engineering)

Aeronautical & Aerospace	5	\$53,004	\$44,020	\$50,005	\$55,000	\$56,500	\$58,000
Agricultural	6	\$46,073	\$33,134	\$35,464	\$45,250	\$50,600	\$65,358
Architectural	14	\$54,056	\$32,749	\$43,300	\$50,080	\$64,300	\$72,668
Chemical	117	\$49,759	\$29,886	\$35,888	\$42,000	\$56,013	\$67,296
Civil (General)	29	\$50,683	\$35,480	\$39,261	\$48,000	\$53,600	\$77,278
Civil (primarily Structural)	81	\$47,599	\$33,126	\$39,710	\$44,825	\$52,950	\$60,380
Electrical & Electronic	9	\$45,798	\$29,624	\$33,945	\$46,653	\$55,350	\$63,719
Industrial	72	\$47,295	\$32,560	\$37,450	\$43,052	\$53,356	\$69,300
Mechanical	38	\$45,907	\$31,020	\$37,000	\$45,890	\$54,960	\$61,479

MBA Degree

Agricultural	5	\$49,837	\$29,600	\$32,438	\$38,000	\$67,550	\$87,197
Architectural	5	\$47,988	\$31,000	\$31,750	\$45,000	\$57,985	\$81,935
Chemical	24	\$58,355	\$29,500	\$35,650	\$43,760	\$58,658	\$101,191
Civil (General)	117	\$49,363	\$31,056	\$38,282	\$45,822	\$53,850	\$69,712
Civil (primarily Structural)	26	\$41,685	\$28,010	\$32,500	\$40,850	\$47,000	\$55,494
Cost/Value	8	\$54,019	\$32,709	\$45,576	\$51,100	\$63,250	\$81,150
Electrical & Electronic	143	\$54,984	\$36,640	\$40,130	\$46,500	\$61,125	\$82,240
Industrial	37	\$50,782	\$30,077	\$38,115	\$44,468	\$52,500	\$64,619
Manufacturing	18	\$47,324	\$29,300	\$40,000	\$44,250	\$55,000	\$71,238
Mechanical	135	\$52,563	\$33,200	\$38,075	\$47,500	\$58,838	\$75,000
Nuclear	8	\$50,012	\$38,801	\$44,688	\$49,100	\$53,850	\$64,641
Petroleum & Mining	7	\$67,885	\$34,120	\$38,000	\$50,544	\$67,500	\$156,989
Sanitary, Environmental & Pollution Control	19	\$47,396	\$32,510	\$36,121	\$41,356	\$50,000	\$69,199

M S Degree in Engineering

Aeronautical & Aerospace	60	\$46,040	\$31,260	\$37,596	\$45,812	\$53,290	\$60,500
Agricultural	34	\$44,275	\$25,110	\$33,600	\$43,038	\$55,000	\$66,019

Continued

Level of Education and Major Branch of Engineering

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Architectural	23	\$46,548	\$23,516	\$35,244	\$46,000	\$55,900	\$62,799
Chemical	126	\$52,304	\$33,000	\$39,000	\$47,460	\$60,000	\$74,950
Civil (General)	773	\$48,625	\$29,408	\$35,000	\$43,000	\$54,500	\$71,000
Civil (primarily Structural)	297	\$49,309	\$28,640	\$33,798	\$43,100	\$56,936	\$78,280
Civil (primarily Surveying)	11	\$58,327	\$23,639	\$38,300	\$52,624	\$69,225	\$108,088
Cost/Value	9	\$49,890	\$42,600	\$44,520	\$46,746	\$54,280	\$62,247
Electrical & Electronic	385	\$49,407	\$34,140	\$39,175	\$45,960	\$55,000	\$67,500
Industrial	44	\$48,065	\$30,000	\$37,990	\$43,748	\$52,500	\$78,827
Manufacturing	20	\$54,191	\$32,740	\$41,000	\$48,420	\$66,630	\$80,600
Mechanical	398	\$52,617	\$32,000	\$40,000	\$47,373	\$59,544	\$75,000
Metallurgical & Materials	15	\$55,639	\$35,999	\$39,992	\$46,140	\$59,250	\$84,998
Nuclear	41	\$53,380	\$34,840	\$39,803	\$46,600	\$56,310	\$85,520
Petroleum & Mining	38	\$63,591	\$36,000	\$39,976	\$50,725	\$74,250	\$119,247
Safety	6	\$44,073	\$36,241	\$39,315	\$40,860	\$47,500	\$58,749
Sanitary, Environmental & Pollution Control	317	\$46,918	\$29,504	\$35,000	\$42,000	\$51,521	\$64,000

Doctorate

Aeronautical & Aerospace	19	\$59,375	\$43,400	\$51,360	\$55,000	\$62,500	\$67,888
Agricultural	38	\$46,295	\$33,277	\$37,000	\$44,037	\$52,214	\$66,650
Chemical	64	\$59,730	\$39,860	\$47,250	\$56,500	\$65,500	\$89,060
Civil (General)	107	\$56,421	\$33,944	\$40,625	\$50,800	\$64,325	\$85,800
Civil (primarily Structural)	51	\$56,669	\$38,466	\$46,575	\$52,627	\$64,500	\$72,000
Electrical & Electronic	99	\$52,846	\$36,200	\$40,067	\$50,000	\$62,682	\$70,000
Industrial	18	\$60,612	\$32,900	\$38,000	\$56,886	\$67,000	\$77,073
Mechanical	89	\$57,388	\$34,400	\$42,535	\$52,728	\$65,125	\$84,200
Metallurgical & Materials	17	\$72,709	\$37,600	\$43,750	\$57,000	\$78,800	\$136,598
Nuclear	19	\$54,208	\$37,252	\$44,426	\$50,589	\$60,525	\$77,566
Petroleum & Mining	14	\$62,177	\$46,137	\$49,795	\$59,500	\$67,000	\$82,196
Sanitary, Environmental & Pollution Control	46	\$53,734	\$35,100	\$38,100	\$50,935	\$61,000	\$79,986

Level of Education and Job Function

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Less than BA/BS Degree							
Construction Supervision (may include some design)	35	\$37,362	\$24,920	\$32,783	\$38,628	\$42,750	\$50,000
Design	98	\$41,482	\$24,363	\$33,000	\$38,790	\$45,347	\$55,315
Executive/Administrative	182	\$52,679	\$32,440	\$39,625	\$47,752	\$60,000	\$73,620
Production, Quality Control, Maintenance, etc.	21	\$39,900	\$27,225	\$30,050	\$38,950	\$44,045	\$55,829
Project Study & Analysis	23	\$40,795	\$27,552	\$30,276	\$39,520	\$44,850	\$63,999
Research & Development	15	\$47,851	\$27,976	\$36,500	\$48,000	\$58,221	\$68,244
Sales/Marketing	10	\$52,187	\$23,029	\$30,600	\$42,500	\$62,000	\$100,499

B A Degree

Construction Supervision (may include some design)	15	\$46,664	\$24,700	\$37,296	\$44,000	\$51,711	\$67,839
Design	54	\$43,796	\$29,715	\$35,000	\$40,000	\$50,000	\$60,350
Executive/Administrative	139	\$61,180	\$35,000	\$42,000	\$51,000	\$75,000	\$96,904
Production, Quality Control, Maintenance, etc.	14	\$36,921	\$30,612	\$32,544	\$37,519	\$40,000	\$40,864
Project Study & Analysis	19	\$45,334	\$32,000	\$38,925	\$44,500	\$47,450	\$59,400
Research & Development	7	\$50,134	\$42,883	\$43,050	\$48,200	\$54,700	\$64,766
Sales/Marketing	11	\$51,277	\$29,196	\$38,685	\$45,000	\$56,250	\$81,995

B S Degree (non-engineering)

Construction Supervision (may include some design)	15	\$37,429	\$24,849	\$31,166	\$39,300	\$42,768	\$49,999
Design	56	\$41,289	\$28,060	\$33,000	\$39,960	\$47,129	\$54,947
Executive/Administrative	90	\$57,186	\$32,675	\$39,000	\$47,950	\$61,370	\$75,250
Production, Quality Control, Maintenance, etc.	11	\$41,864	\$27,279	\$31,725	\$42,500	\$50,300	\$53,900
Project Study & Analysis	17	\$37,591	\$28,560	\$32,027	\$35,000	\$41,550	\$54,639
Research & Development	7	\$41,577	\$23,976	\$30,085	\$37,000	\$51,695	\$61,181
Sales/Marketing	10	\$37,425	\$25,000	\$29,900	\$37,526	\$44,800	\$49,750

B S Degree (engineering)

Construction Supervision (may include some design)	742	\$40,591	\$26,000	\$31,000	\$36,928	\$45,000	\$56,000
Design	2,026	\$38,679	\$25,553	\$30,000	\$36,000	\$44,000	\$54,000
Executive/Administrative	3,353	\$57,741	\$34,566	\$40,700	\$50,000	\$64,722	\$90,548
Production, Quality Control, Maintenance, etc.	540	\$39,922	\$28,440	\$32,000	\$37,000	\$44,315	\$54,500
Project Study & Analysis	548	\$40,237	\$27,118	\$32,738	\$37,530	\$45,510	\$54,000
Research & Development	262	\$40,622	\$27,779	\$33,000	\$39,250	\$45,790	\$55,520
Sales/Marketing	300	\$46,099	\$29,703	\$34,550	\$42,550	\$51,090	\$66,012
Teaching/Training	20	\$36,740	\$23,820	\$30,045	\$32,586	\$40,300	\$53,321

MA/MS Degree (not MRA or engineering)

Construction Supervision (may include some design)	19	\$41,634	\$29,666	\$32,550	\$42,800	\$49,000	\$56,480
Design	72	\$40,252	\$28,988	\$32,558	\$38,950	\$47,200	\$55,960
Executive/Administrative	196	\$55,127	\$35,550	\$42,000	\$49,602	\$61,518	\$75,000
Production, Quality Control, Maintenance, etc.	20	\$43,958	\$32,370	\$36,525	\$40,775	\$49,500	\$61,162
Project Study & Analysis	41	\$42,168	\$30,303	\$32,652	\$40,020	\$48,421	\$57,600
Research & Development	33	\$47,057	\$34,378	\$41,120	\$49,400	\$52,707	\$57,864
Sales/Marketing	10	\$47,862	\$35,050	\$38,800	\$45,125	\$53,800	\$66,336
Teaching/Training	14	\$37,559	\$28,992	\$33,000	\$35,606	\$39,000	\$51,040

MBA Degree

Construction Supervision (may include some design)	40	\$48,600	\$30,997	\$36,430	\$40,639	\$50,925	\$77,706
Design	60	\$43,156	\$29,257	\$35,850	\$42,950	\$48,000	\$56,500
Executive/Administrative	301	\$59,425	\$37,164	\$44,000	\$51,500	\$66,250	\$84,820
Production, Quality Control, Maintenance, etc.	38	\$40,752	\$29,376	\$35,450	\$40,500	\$47,300	\$50,112
Project Study & Analysis	68	\$42,464	\$31,045	\$35,868	\$41,160	\$48,521	\$54,100
Research & Development	26	\$43,317	\$30,100	\$33,600	\$42,850	\$48,768	\$59,650
Sales/Marketing	33	\$46,065	\$31,920	\$36,000	\$47,000	\$52,688	\$57,799

M S Degree in Engineering

Construction Supervision (may include some design)	134	\$44,589	\$28,770	\$33,200	\$40,600	\$48,000	\$65,193
Design	668	\$42,047	\$28,500	\$33,000	\$40,000	\$48,000	\$58,000
Executive/Administrative	1,090	\$59,591	\$36,000	\$43,500	\$52,500	\$67,840	\$90,650
Production, Quality Control, Maintenance, etc.	102	\$42,664	\$31,140	\$34,140	\$41,925	\$47,266	\$55,540
Project Study & Analysis	289	\$44,089	\$29,311	\$34,356	\$41,000	\$48,977	\$61,182
Research & Development	173	\$45,944	\$32,320	\$36,669	\$44,280	\$52,670	\$59,136

Continued

Level of Education and Job Function

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Sales/Marketing	70	\$50,117	\$37,622	\$38,604	\$48,099	\$56,000	\$65,125
Teaching/Training	81	\$37,274	\$24,270	\$29,211	\$35,125	\$44,393	\$51,630
Doctorate							
Construction Supervision (may include some design)	5	\$54,851	\$27,709	\$44,727	\$60,000	\$67,537	\$69,147
Design	28	\$58,111	\$34,600	\$48,300	\$54,300	\$65,500	\$81,199
Executive/Administrative	236	\$66,897	\$45,460	\$51,885	\$61,950	\$70,000	\$93,150
Production, Quality Control, Maintenance, etc.	6	\$54,783	\$32,300	\$35,000	\$45,850	\$69,000	\$100,996
Project Study & Analysis	43	\$50,644	\$32,616	\$40,775	\$47,630	\$56,250	\$76,599
Research & Development	92	\$51,443	\$37,230	\$42,250	\$47,456	\$55,250	\$72,476
Sales/Marketing	6	\$55,908	\$37,500	\$37,500	\$48,700	\$52,548	\$104,699
Teaching/Training	191	\$45,907	\$31,886	\$37,275	\$44,000	\$53,575	\$61,400

Level of Education and Registration Status

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Less than BA/BS Degree							
Professional Engineer & Registered Land Surveyor	80	\$43,503	\$27,738	\$33,358	\$39,875	\$50,000	\$68,500
Professional Engineer	315	\$47,904	\$30,160	\$36,943	\$43,000	\$54,910	\$68,245
Land Surveyor	29	\$44,150	\$25,352	\$29,975	\$40,000	\$51,250	\$75,213
No Professional Registration or Certification	6	\$37,868	\$25,285	\$27,850	\$37,079	\$46,200	\$53,219
B.A. Degree							
Professional Engineer & Registered Land Surveyor	60	\$51,829	\$32,330	\$39,759	\$45,550	\$55,500	\$91,400
Professional Engineer	207	\$55,189	\$34,520	\$39,418	\$47,000	\$63,475	\$89,300
Engineer-in-Training/Engineer Intern	12	\$31,580	\$23,650	\$27,155	\$31,400	\$35,500	\$39,898
B.S. Degree (non engineering)							
Professional Engineer & Registered Land Surveyor	35	\$52,715	\$30,000	\$37,000	\$44,600	\$50,000	\$84,439
Professional Engineer	165	\$47,561	\$30,500	\$35,000	\$42,440	\$52,625	\$65,000
Land Surveyor	6	\$39,134	\$20,469	\$22,173	\$39,500	\$49,000	\$62,813
Engineer-in-Training/Engineer Intern	13	\$30,410	\$21,870	\$25,000	\$30,000	\$32,325	\$41,183
B.S. Degree (engineering)							
Professional Engineer & Registered Land Surveyor	997	\$52,088	\$30,230	\$35,500	\$44,000	\$60,000	\$83,000
Professional Engineer & Registered Architect	30	\$47,193	\$24,910	\$36,000	\$43,590	\$51,000	\$75,249
Professional Engineer	6,187	\$49,419	\$31,000	\$36,000	\$43,900	\$55,000	\$73,178
Land Surveyor	6	\$42,987	\$20,149	\$26,000	\$33,012	\$66,000	\$78,959
Engineer-in-Training/Engineer Intern	1,090	\$31,258	\$22,150	\$26,000	\$34,200	\$34,200	\$40,000
No Professional Registration or Certification	165	\$40,629	\$26,000	\$29,368	\$35,606	\$46,263	\$61,000
MA/MS Degree (not MBA or engineering)							
Professional Engineer & Registered Land Surveyor	38	\$47,059	\$29,790	\$36,900	\$47,177	\$54,400	\$64,340
Professional Engineer	365	\$49,401	\$32,200	\$38,488	\$45,406	\$55,000	\$66,600
Engineer-in-Training/Engineer Intern	23	\$31,657	\$25,280	\$28,050	\$31,700	\$33,981	\$40,216
No Professional Registration or Certification	7	\$41,334	\$33,042	\$34,800	\$43,000	\$46,330	\$47,496
MBA Degree							
Professional Engineer & Registered Land Surveyor	31	\$52,255	\$39,600	\$42,675	\$50,000	\$57,065	\$71,135
Professional Engineer	514	\$52,704	\$33,180	\$39,720	\$46,862	\$57,200	\$76,080
Engineer-in-Training/Engineer Intern	40	\$41,150	\$27,550	\$29,844	\$35,529	\$42,250	\$61,793
No Professional Registration or Certification	16	\$55,288	\$36,024	\$37,755	\$45,220	\$52,100	\$60,293
M.S. Degree in Engineering							
Professional Engineer & Registered Land Surveyor	268	\$54,183	\$30,458	\$37,175	\$46,800	\$60,000	\$92,000
Professional Engineer & Registered Architect	6	\$39,788	\$25,111	\$35,125	\$37,800	\$47,000	\$55,999
Professional Engineer	2,317	\$50,452	\$31,800	\$37,800	\$45,600	\$56,310	\$73,000
Engineer-in-Training/Engineer Intern	174	\$34,626	\$24,619	\$28,500	\$32,050	\$38,200	\$46,667
No Professional Registration or Certification	29	\$45,831	\$29,200	\$31,125	\$41,000	\$48,275	\$68,898
Doctorate							
Professional Engineer & Registered Land Surveyor	54	\$54,676	\$35,800	\$42,171	\$50,900	\$61,500	\$75,000
Professional Engineer	558	\$57,057	\$36,507	\$43,000	\$52,232	\$64,800	\$78,940
Engineer-in-Training/Engineer Intern	14	\$41,898	\$27,618	\$35,000	\$38,250	\$47,412	\$56,973
No Professional Registration or Certification	9	\$65,072	\$35,000	\$35,000	\$52,548	\$61,775	\$145,626

Industry or Service of Employer and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
All Manufacturing/Extractive Employers							
Non-Manual Positions	1,042	\$40,738	\$28,200	\$32,200	\$38,403	\$46,250	\$55,260
Supervise 1 - 2 Professionals	135	\$41,364	\$28,925	\$33,000	\$39,750	\$48,150	\$54,400
Supervise 3 - 4 Professionals	206	\$47,991	\$34,027	\$38,046	\$45,000	\$51,500	\$62,000
Supervise 5 - 9 Professionals	272	\$50,026	\$34,710	\$40,716	\$47,096	\$55,000	\$68,550
Supervise 10 - 49 Professionals	273	\$57,754	\$40,788	\$46,075	\$54,000	\$66,060	\$78,640
Supervise 50 or More Professionals	90	\$84,042	\$50,000	\$60,000	\$76,750	\$100,000	\$122,300
Supervise 3 - 9 Non-Professionals	139	\$41,276	\$25,880	\$29,973	\$37,000	\$46,000	\$57,261
Supervise 10 - 49 Non-Professionals	134	\$45,175	\$28,757	\$33,420	\$40,200	\$50,660	\$66,635
Direct 50 - 99 Non-Professionals	30	\$53,671	\$27,607	\$37,700	\$52,000	\$63,000	\$80,000
Direct 100 - 249 Non-Professionals	24	\$53,631	\$32,250	\$41,550	\$49,000	\$65,000	\$90,200
Direct 250 - 499 Non-Professionals	12	\$60,845	\$42,887	\$52,000	\$57,150	\$62,250	\$83,694
Direct 500 or More Non-Professionals	5	\$90,660	\$53,500	\$63,625	\$90,800	\$120,500	\$122,000
Aerospace & Aircraft Products							
Non-Manual Positions	124	\$41,691	\$28,420	\$32,000	\$39,130	\$47,826	\$56,050

Continued

Industry or Service of Employer and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Supervise 1 - 2 Professionals	7	\$32,458	\$24,853	\$25,923	\$29,500	\$35,625	\$46,271
Supervise 3 - 4 Professionals	29	\$45,167	\$16,560	\$19,360	\$45,300	\$51,338	\$54,009
Supervise 5 - 9 Professionals	28	\$44,244	\$33,520	\$41,150	\$44,080	\$48,232	\$55,888
Supervise 10 - 49 Professionals	23	\$55,746	\$14,040	\$48,687	\$55,300	\$64,655	\$70,000
Supervise 50 or More Professionals	9	\$75,298	\$50,613	\$51,883	\$69,147	\$90,000	\$119,399
Supervise 3 - 9 Non-Professionals	7	\$33,006	\$25,020	\$26,569	\$31,460	\$39,424	\$44,013
Chemical, Pharmaceutical & Allied Products							
Non-Managerial Positions	117	\$41,003	\$29,210	\$33,000	\$38,400	\$46,810	\$54,760
Supervise 1 - 2 Professionals	18	\$45,338	\$33,990	\$40,400	\$48,150	\$50,900	\$54,250
Supervise 3 - 4 Professionals	21	\$50,637	\$35,740	\$41,900	\$48,800	\$60,724	\$68,417
Supervise 5 - 9 Professionals	36	\$53,194	\$40,249	\$45,000	\$49,160	\$63,000	\$67,303
Supervise 10 - 49 Professionals	24	\$62,646	\$42,858	\$53,500	\$60,645	\$72,756	\$79,111
Supervise 50 or More Professionals	16	\$87,849	\$61,571	\$72,500	\$88,952	\$101,500	\$119,700
Supervise 3 - 9 Non-Professionals	15	\$40,175	\$30,900	\$32,925	\$35,400	\$48,270	\$53,700
Supervise 10 - 49 Non-Professionals	16	\$39,220	\$28,152	\$33,000	\$38,100	\$41,660	\$52,766
Electrical & Electronic Equipment							
Non-Managerial Positions	212	\$41,610	\$28,734	\$32,880	\$40,016	\$49,000	\$55,159
Supervise 1 - 2 Professionals	22	\$40,527	\$30,108	\$33,000	\$37,600	\$46,644	\$52,257
Supervise 3 - 4 Professionals	44	\$46,182	\$31,500	\$37,300	\$45,092	\$51,160	\$59,406
Supervise 5 - 9 Professionals	46	\$52,680	\$31,428	\$43,246	\$50,580	\$58,000	\$70,000
Supervise 10 - 49 Professionals	46	\$53,733	\$43,483	\$47,000	\$52,250	\$58,500	\$68,476
Supervise 50 or More Professionals	15	\$95,768	\$63,939	\$75,350	\$85,200	\$115,000	\$135,999
Supervise 3 - 9 Non-Professionals	10	\$43,114	\$27,810	\$31,200	\$36,630	\$38,760	\$80,846
Supervise 10 - 49 Non-Professionals	17	\$48,116	\$29,440	\$32,970	\$40,400	\$48,879	\$101,074
Fabricated Metal Products							
Non-Managerial Positions	82	\$35,945	\$25,416	\$29,964	\$34,050	\$40,219	\$48,287
Supervise 1 - 2 Professionals	18	\$36,742	\$28,690	\$32,000	\$35,850	\$37,500	\$47,797
Supervise 3 - 4 Professionals	21	\$42,920	\$31,760	\$35,350	\$38,929	\$46,900	\$55,754
Supervise 5 - 9 Professionals	29	\$42,400	\$27,688	\$35,975	\$40,016	\$48,055	\$57,799
Supervise 10 - 49 Professionals	39	\$50,964	\$36,170	\$40,870	\$48,227	\$58,763	\$72,599
Supervise 3 - 9 Non-Professionals	18	\$35,122	\$24,232	\$26,700	\$35,018	\$43,200	\$47,615
Supervise 10 - 49 Non-Professionals	16	\$41,594	\$27,832	\$30,550	\$40,000	\$53,000	\$57,900
Direct 100 - 249 Non-Professionals	6	\$50,597	\$33,409	\$41,600	\$42,240	\$55,000	\$86,497
Food, Beverage & Tobacco Products							
Non-Managerial Positions	27	\$40,648	\$26,510	\$33,100	\$40,000	\$46,828	\$54,589
Supervise 1 - 2 Professionals	6	\$37,375	\$27,937	\$33,000	\$35,100	\$43,500	\$49,505
Supervise 3 - 4 Professionals	17	\$49,008	\$40,111	\$43,550	\$47,472	\$52,488	\$60,839
Supervise 5 - 9 Professionals	11	\$47,627	\$39,264	\$40,320	\$43,890	\$51,900	\$65,839
Supervise 10 - 49 Professionals	11	\$68,360	\$45,800	\$50,750	\$70,500	\$75,416	\$102,599
Supervise 3 - 9 Non-Professionals	9	\$31,477	\$25,661	\$29,340	\$32,084	\$37,000	\$49,000
Supervise 10 - 49 Non-Professionals	12	\$42,298	\$27,315	\$34,225	\$41,590	\$46,250	\$61,399
Machinery (except electrical)							
Non-Managerial Positions	52	\$36,474	\$26,064	\$29,493	\$36,000	\$42,750	\$48,798
Supervise 1 - 2 Professionals	11	\$39,846	\$27,871	\$32,101	\$37,920	\$44,415	\$58,686
Supervise 3 - 4 Professionals	14	\$47,761	\$33,045	\$35,000	\$43,550	\$50,000	\$72,628
Supervise 5 - 9 Professionals	18	\$46,574	\$32,460	\$36,000	\$41,268	\$55,000	\$67,120
Supervise 10 - 49 Professionals	29	\$63,075	\$37,880	\$42,750	\$53,500	\$72,290	\$106,959
Supervise 3 - 9 Non-Professionals	15	\$34,073	\$24,500	\$26,100	\$30,000	\$38,200	\$45,000
Petroleum & Coal Products							
Non-Managerial Positions	156	\$47,455	\$31,590	\$35,650	\$42,340	\$54,180	\$68,885
Supervise 1 - 2 Professionals	19	\$53,380	\$35,962	\$44,736	\$50,533	\$62,450	\$78,876
Supervise 3 - 4 Professionals	25	\$61,148	\$34,770	\$39,000	\$45,878	\$72,075	\$93,999
Supervise 5 - 9 Professionals	34	\$62,279	\$40,462	\$45,000	\$53,750	\$72,240	\$85,986
Supervise 10 - 49 Professionals	29	\$64,119	\$42,780	\$49,250	\$63,000	\$72,915	\$95,299
Supervise 50 or More Professionals	16	\$99,109	\$58,200	\$63,999	\$97,500	\$111,500	\$147,599
Supervise 3 - 9 Non-Professionals	34	\$52,882	\$36,000	\$40,500	\$48,090	\$59,800	\$73,820
Supervise 10 - 49 Non-Professionals	25	\$48,280	\$28,800	\$34,080	\$43,120	\$65,564	\$70,000
Primary Metal Industries							
Non-Managerial Positions	39	\$40,347	\$29,370	\$32,200	\$38,962	\$45,450	\$50,440
Supervise 1 - 2 Professionals	6	\$44,389	\$35,319	\$40,000	\$43,567	\$49,400	\$54,439
Supervise 3 - 4 Professionals	6	\$47,822	\$34,562	\$40,200	\$48,448	\$50,000	\$64,308
Supervise 5 - 9 Professionals	11	\$49,386	\$39,119	\$45,700	\$50,760	\$61,906	\$68,558
Supervise 10 - 49 Professionals	5	\$48,963	\$33,000	\$41,757	\$51,839	\$54,825	\$63,299
Supervise 3 - 9 Non-Professionals	5	\$30,227	\$21,860	\$27,215	\$29,964	\$33,953	\$37,560

Continued

Industry or Service of Employer and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Supervise 10 - 49 Non-Professionals	6	\$40,183	\$30,150	\$31,500	\$34,300	\$44,000	\$64,698
Direct 100 - 249 Non-Professionals	5	\$42,345	\$25,000	\$28,750	\$43,725	\$52,250	\$64,998
Rubber & Plastic Products							
Non-Managerial Positions	21	\$38,839	\$30,286	\$33,075	\$36,000	\$41,500	\$47,400
Supervise 5 - 9 Professionals	6	\$48,893	\$41,400	\$45,000	\$45,480	\$54,400	\$61,239
Stone, Clay, Glass & Concrete Products							
Non-Managerial Positions	26	\$39,735	\$28,280	\$35,000	\$39,475	\$45,000	\$53,420
Supervise 1 - 2 Professionals	7	\$36,666	\$30,376	\$30,508	\$36,000	\$43,050	\$45,700
Supervise 5 - 9 Professionals	12	\$50,475	\$42,168	\$44,450	\$47,500	\$53,860	\$65,613
Supervise 10 - 49 Professionals	13	\$57,016	\$39,399	\$51,825	\$58,800	\$63,930	\$70,999
Supervise 3 - 9 Non-Professionals	7	\$59,215	\$23,600	\$25,125	\$37,500	\$40,877	\$184,233
Supervise 10 - 49 Non-Professionals	18	\$40,759	\$29,385	\$34,000	\$40,500	\$47,800	\$55,500
Transportation Equipment							
Non-Managerial Positions	59	\$37,047	\$27,312	\$30,715	\$37,009	\$40,220	\$44,808
Supervise 1 - 2 Professionals	7	\$41,080	\$31,960	\$35,611	\$40,320	\$46,400	\$53,159
Supervise 3 - 4 Professionals	10	\$46,030	\$34,450	\$43,217	\$46,020	\$52,000	\$55,571
Supervise 5 - 9 Professionals	18	\$47,855	\$33,806	\$39,000	\$47,000	\$52,800	\$54,700
Supervise 10 - 49 Professionals	13	\$57,511	\$40,300	\$42,032	\$50,600	\$65,300	\$91,999
Supervise 50 or More Professionals	6	\$76,433	\$50,500	\$55,000	\$66,000	\$100,000	\$119,438
All Non-Manufacturing/Extractive Employers							
Non-Managerial Positions	1,710	\$38,106	\$25,800	\$30,000	\$35,939	\$43,260	\$51,999
Supervise 1 - 2 Professionals	341	\$38,811	\$27,000	\$31,078	\$37,911	\$44,000	\$50,540
Supervise 3 - 4 Professionals	609	\$40,588	\$28,720	\$33,000	\$38,506	\$45,735	\$53,000
Supervise 5 - 9 Professionals	920	\$45,683	\$32,000	\$37,000	\$42,413	\$50,368	\$60,050
Supervise 10 - 49 Professionals	1,060	\$55,145	\$37,000	\$42,500	\$50,787	\$60,000	\$75,000
Supervise 50 or More Professionals	345	\$70,892	\$42,120	\$51,000	\$63,000	\$78,575	\$110,000
Supervise 3 - 9 Non-Professionals	436	\$37,550	\$25,000	\$28,938	\$34,426	\$41,235	\$51,960
Supervise 10 - 49 Non-Professionals	398	\$46,087	\$30,000	\$31,451	\$41,123	\$50,000	\$68,700
Direct 50 - 99 Non-Professionals	128	\$51,629	\$30,300	\$36,066	\$44,678	\$57,600	\$81,512
Direct 100 - 249 Non-Professionals	65	\$54,053	\$36,700	\$40,826	\$47,936	\$60,000	\$80,000
Direct 250 - 499 Non-Professionals	12	\$63,606	\$45,724	\$48,538	\$52,000	\$67,994	\$109,848
Direct 500 or More Non-Professionals	13	\$73,957	\$42,997	\$56,700	\$66,840	\$75,424	\$120,993
Colleges & Universities							
Non-Managerial Positions	121	\$38,283	\$25,559	\$30,900	\$36,861	\$45,125	\$51,000
Supervise 1 - 2 Professionals	10	\$39,385	\$28,770	\$30,875	\$36,500	\$39,900	\$60,343
Supervise 3 - 4 Professionals	20	\$40,665	\$30,875	\$35,663	\$38,800	\$44,758	\$52,650
Supervise 5 - 9 Professionals	41	\$45,941	\$29,560	\$37,949	\$45,000	\$54,813	\$62,580
Supervise 10 - 49 Professionals	29	\$52,700	\$36,560	\$39,850	\$52,700	\$62,175	\$68,760
Supervise 50 or More Professionals	26	\$64,097	\$44,400	\$50,880	\$62,450	\$70,000	\$85,099
Supervise 3 - 9 Non-Professionals	12	\$41,613	\$32,666	\$36,254	\$41,660	\$46,250	\$52,040
Supervise 10 - 49 Non-Professionals	8	\$47,723	\$37,956	\$41,750	\$47,600	\$51,750	\$59,800
Communications Services (radio, TV, telephone & telegraph)							
Non-Managerial Positions	62	\$40,309	\$32,940	\$35,100	\$39,415	\$44,300	\$49,302
Supervise 1 - 2 Professionals	8	\$41,813	\$37,424	\$42,550	\$44,500	\$46,300	\$53,865
Supervise 3 - 4 Professionals	8	\$47,350	\$41,460	\$41,700	\$45,480	\$51,350	\$58,739
Supervise 5 - 9 Professionals	15	\$56,754	\$40,000	\$43,525	\$45,400	\$53,640	\$109,997
Supervise 10 - 49 Professionals	31	\$55,562	\$41,920	\$48,696	\$54,000	\$60,150	\$74,259
Supervise 50 or More Professionals	15	\$70,443	\$49,900	\$56,625	\$71,100	\$86,200	\$96,000
Supervise 3 - 9 Non-Professionals	11	\$42,134	\$34,020	\$37,775	\$39,988	\$46,675	\$52,900
Supervise 10 - 49 Non-Professionals	7	\$35,930	\$21,642	\$28,508	\$40,000	\$41,675	\$43,600
Construction & Real Estate Development							
Non-Managerial Positions	47	\$40,557	\$25,930	\$31,095	\$38,600	\$45,890	\$57,580
Supervise 1 - 2 Professionals	9	\$46,687	\$34,368	\$38,250	\$47,720	\$53,100	\$62,699
Supervise 3 - 4 Professionals	19	\$46,994	\$35,000	\$40,000	\$44,100	\$50,000	\$62,205
Supervise 5 - 9 Professionals	19	\$54,950	\$33,325	\$39,370	\$49,600	\$70,000	\$86,759
Supervise 10 - 49 Professionals	29	\$67,695	\$45,120	\$51,083	\$58,039	\$75,500	\$98,258
Supervise 50 or More Professionals	8	\$105,325	\$42,199	\$63,500	\$97,900	\$120,000	\$205,260
Supervise 3 - 9 Non-Professionals	85	\$43,315	\$25,000	\$31,005	\$36,100	\$45,612	\$64,000
Supervise 10 - 49 Non-Professionals	140	\$47,678	\$28,238	\$34,063	\$42,075	\$54,875	\$80,000
Direct 50 - 99 Non-Professionals	36	\$68,662	\$36,230	\$41,860	\$57,000	\$81,080	\$124,199
Direct 100 - 249 Non-Professionals	20	\$67,208	\$33,000	\$45,500	\$57,500	\$87,875	\$112,248
Engineering Services							
Non-Managerial Positions	264	\$38,602	\$25,813	\$29,500	\$35,000	\$44,620	\$57,570

Continued

Industry or Service of Employer and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Supervise 1 - 2 Professionals	61	\$37,914	\$25,535	\$31,075	\$36,300	\$42,821	\$52,020
Supervise 3 - 4 Professionals	131	\$39,734	\$28,000	\$31,625	\$37,000	\$44,780	\$53,040
Supervise 5 - 9 Professionals	185	\$45,583	\$33,280	\$38,173	\$44,265	\$51,265	\$58,100
Supervise 10 - 49 Professionals	240	\$56,769	\$39,657	\$45,000	\$52,900	\$62,935	\$73,750
Supervise 50 or More Professionals	61	\$71,710	\$48,343	\$58,008	\$66,950	\$81,325	\$103,500
Supervise 3 - 9 Non-Professionals	47	\$33,629	\$22,420	\$26,425	\$30,000	\$34,750	\$58,591
Supervise 10 - 49 Non-Professionals	17	\$51,452	\$35,566	\$40,620	\$49,600	\$60,500	\$70,503
Government - Federal (including Armed Forces)							
Non-Managerial Positions	275	\$37,304	\$27,768	\$30,795	\$36,342	\$42,896	\$49,200
Supervise 1 - 2 Professionals	21	\$37,461	\$29,170	\$31,820	\$38,500	\$41,500	\$46,642
Supervise 3 - 4 Professionals	55	\$39,951	\$30,000	\$34,454	\$39,505	\$44,968	\$49,600
Supervise 5 - 9 Professionals	61	\$41,963	\$32,180	\$34,837	\$42,350	\$48,397	\$52,591
Supervise 10 - 49 Professionals	68	\$47,779	\$39,184	\$42,799	\$46,733	\$54,207	\$58,827
Supervise 50 or More Professionals	34	\$58,040	\$44,902	\$51,242	\$59,115	\$63,800	\$67,980
Supervise 3 - 9 Non-Professionals	11	\$35,535	\$28,076	\$32,006	\$33,580	\$38,102	\$46,692
Supervise 10 - 49 Non-Professionals	11	\$42,788	\$32,961	\$35,391	\$42,000	\$47,613	\$56,484
Government - State							
Non-Managerial Positions	107	\$30,544	\$21,048	\$23,762	\$30,000	\$35,965	\$39,992
Supervise 1 - 2 Professionals	22	\$29,776	\$23,782	\$24,420	\$28,044	\$33,981	\$38,580
Supervise 3 - 4 Professionals	30	\$32,538	\$21,522	\$27,000	\$32,655	\$35,000	\$41,451
Supervise 5 - 9 Professionals	60	\$37,519	\$27,951	\$33,066	\$38,098	\$41,000	\$44,770
Supervise 10 - 49 Professionals	72	\$38,629	\$29,811	\$34,876	\$38,746	\$42,393	\$47,396
Supervise 50 or More Professionals	38	\$46,178	\$39,721	\$41,000	\$44,878	\$48,600	\$52,915
Supervise 3 - 9 Non-Professionals	19	\$32,310	\$24,467	\$27,250	\$32,676	\$34,425	\$41,385
Supervise 10 - 49 Non-Professionals	16	\$37,030	\$28,747	\$31,683	\$34,224	\$40,952	\$46,989
Direct 50 - 99 Non-Professionals	10	\$32,833	\$24,794	\$28,920	\$32,202	\$36,252	\$43,332
Government - Local (cities, counties, etc.)							
Non-Managerial Positions	52	\$31,956	\$21,559	\$26,567	\$31,500	\$35,732	\$42,002
Supervise 1 - 2 Professionals	13	\$31,060	\$24,440	\$26,332	\$28,600	\$35,687	\$38,783
Supervise 3 - 4 Professionals	26	\$35,034	\$26,645	\$30,000	\$33,228	\$40,382	\$45,901
Supervise 5 - 9 Professionals	53	\$38,077	\$27,875	\$33,324	\$39,000	\$42,000	\$46,035
Supervise 10 - 49 Professionals	66	\$41,668	\$32,595	\$34,668	\$40,125	\$45,200	\$52,900
Supervise 50 or More Professionals	23	\$48,439	\$34,339	\$40,092	\$47,000	\$57,703	\$64,388
Supervise 3 - 9 Non-Professionals	69	\$32,462	\$23,799	\$28,961	\$32,822	\$35,847	\$39,508
Supervise 10 - 49 Non-Professionals	60	\$35,371	\$28,100	\$31,102	\$34,943	\$40,000	\$42,915
Direct 50 - 99 Non-Professionals	23	\$37,037	\$26,088	\$30,120	\$34,500	\$42,327	\$52,860
Direct 100 - 249 Non-Professionals	7	\$42,333	\$33,059	\$37,771	\$42,000	\$48,008	\$52,948
Private Practice							
Non-Managerial Positions	250	\$41,408	\$23,900	\$27,850	\$35,172	\$50,000	\$64,010
Supervise 1 - 2 Professionals	103	\$39,633	\$27,000	\$30,000	\$37,068	\$44,329	\$53,600
Supervise 3 - 4 Professionals	219	\$40,904	\$28,892	\$32,350	\$37,500	\$45,673	\$55,000
Supervise 5 - 9 Professionals	320	\$47,492	\$31,055	\$36,015	\$42,000	\$53,100	\$66,500
Supervise 10 - 49 Professionals	352	\$60,864	\$39,880	\$45,000	\$53,600	\$66,000	\$92,000
Supervise 50 or More Professionals	69	\$94,649	\$51,320	\$62,000	\$77,700	\$116,750	\$162,135
Supervise 3 - 9 Non-Professionals	101	\$35,615	\$23,688	\$26,000	\$32,650	\$40,000	\$48,680
Supervise 10 - 49 Non-Professionals	34	\$69,823	\$34,475	\$42,100	\$51,500	\$69,000	\$137,399
Research Organizations & Laboratories							
Non-Managerial Positions	58	\$41,149	\$28,670	\$35,000	\$40,110	\$47,500	\$55,800
Supervise 1 - 2 Professionals	8	\$43,024	\$31,590	\$33,484	\$44,000	\$51,360	\$55,050
Supervise 3 - 4 Professionals	14	\$40,668	\$30,501	\$36,000	\$41,250	\$47,025	\$50,590
Supervise 5 - 9 Professionals	22	\$49,191	\$39,389	\$42,300	\$46,327	\$51,480	\$72,907
Supervise 10 - 49 Professionals	21	\$56,940	\$42,660	\$50,763	\$54,540	\$60,000	\$78,080
Transportation Services							
Non-Managerial Positions	12	\$37,421	\$29,970	\$31,250	\$34,642	\$43,000	\$49,849
Supervise 10 - 49 Professionals	5	\$53,895	\$41,000	\$43,751	\$52,980	\$61,347	\$73,546
Supervise 3 - 9 Non-Professionals	5	\$39,930	\$30,000	\$31,500	\$36,950	\$47,175	\$56,699
Supervise 10 - 49 Non-Professionals	8	\$51,294	\$31,368	\$37,363	\$43,790	\$69,800	\$75,908
Utilities - Electric							
Non-Managerial Positions	306	\$37,645	\$28,868	\$32,088	\$36,060	\$41,680	\$48,540
Supervise 1 - 2 Professionals	52	\$41,007	\$33,504	\$37,226	\$40,000	\$46,980	\$48,882
Supervise 3 - 4 Professionals	50	\$42,374	\$35,530	\$38,034	\$40,500	\$46,440	\$50,590
Supervise 5 - 9 Professionals	92	\$45,470	\$36,067	\$38,750	\$44,450	\$49,950	\$55,960
Supervise 10 - 49 Professionals	102	\$52,878	\$40,000	\$45,000	\$51,500	\$60,000	\$65,600
Supervise 50 or More Professionals	45	\$68,019	\$49,500	\$53,250	\$65,137	\$74,550	\$93,499
Supervise 3 - 9 Non-Professionals	32	\$36,928	\$28,288	\$32,600	\$35,717	\$41,000	\$45,425
Supervise 10 - 49 Non-Professionals	40	\$41,766	\$32,700	\$36,800	\$41,640	\$45,360	\$51,136
Direct 50 - 99 Non-Professionals	16	\$49,686	\$38,855	\$44,000	\$49,540	\$54,158	\$62,733
Direct 100 - 249 Non-Professionals	7	\$59,034	\$46,479	\$52,675	\$57,000	\$64,750	\$76,948

Continued

Industry or Service of Employer and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Utilities - Gas							
Non-Manual Positions	37	\$37,487	\$26,824	\$30,899	\$35,500	\$43,500	\$51,599
Supervise 1 - 2 Professionals	5	\$40,583	\$34,164	\$38,616	\$42,100	\$43,226	\$43,376
Supervise 3 - 4 Professionals	5	\$49,063	\$32,500	\$41,211	\$50,000	\$56,525	\$64,999
Supervise 5 - 9 Professionals	13	\$53,793	\$24,966	\$32,720	\$46,304	\$60,800	\$100,297
Supervise 10 - 49 Professionals	5	\$48,416	\$32,880	\$39,720	\$49,200	\$57,000	\$62,999
Supervise 3 - 9 Non-Professionals	7	\$38,958	\$34,088	\$35,101	\$37,100	\$39,410	\$50,095
Supervise 10 - 49 Non-Professionals	13	\$43,216	\$32,428	\$38,288	\$43,000	\$46,245	\$57,109
Direct 50 - 99 Non-Professionals	5	\$49,656	\$41,000	\$43,517	\$45,306	\$57,804	\$60,816
Direct 100 - 249 Non-Professionals	7	\$47,109	\$33,903	\$39,780	\$47,400	\$55,835	\$62,056
Utilities - Pipelines							
Non-Manual Positions	19	\$39,652	\$29,284	\$35,463	\$39,862	\$42,405	\$47,028
Supervise 3 - 4 Professionals	5	\$43,229	\$33,360	\$35,164	\$45,000	\$50,315	\$52,400
Supervise 5 - 9 Professionals	5	\$48,805	\$40,000	\$43,750	\$48,480	\$52,908	\$59,999
Supervise 10 - 49 Professionals	9	\$72,322	\$51,600	\$58,650	\$73,000	\$85,046	\$91,080
Supervise 3 - 9 Non-Professionals	6	\$39,545	\$30,162	\$34,650	\$39,150	\$44,556	\$49,545
Supervise 10 - 49 Non-Professionals	5	\$39,717	\$30,200	\$33,571	\$34,750	\$47,205	\$53,999
Direct 50 - 99 Non-Professionals	8	\$51,004	\$38,184	\$39,890	\$49,125	\$57,700	\$73,290
Utilities - Other or Mixed							
Non-Manual Positions	46	\$37,238	\$28,750	\$31,920	\$36,700	\$40,150	\$45,870
Supervise 1 - 2 Professionals	9	\$39,067	\$35,400	\$36,000	\$39,100	\$40,476	\$43,701
Supervise 3 - 4 Professionals	12	\$46,436	\$34,840	\$41,700	\$45,797	\$53,400	\$56,380
Supervise 5 - 9 Professionals	15	\$46,485	\$36,000	\$42,850	\$47,000	\$50,375	\$53,520
Supervise 10 - 49 Professionals	21	\$55,081	\$41,358	\$43,625	\$54,800	\$60,050	\$70,559
Supervise 50 or More Professionals	10	\$69,255	\$47,999	\$58,500	\$67,900	\$87,750	\$91,999
Supervise 3 - 9 Non-Professionals	9	\$40,109	\$29,038	\$33,388	\$38,800	\$51,000	\$52,001
Supervise 10 - 49 Non-Professionals	20	\$40,326	\$28,925	\$33,236	\$37,500	\$41,184	\$51,499
Direct 50 - 99 Non-Professionals	5	\$46,947	\$36,000	\$40,500	\$43,680	\$54,792	\$59,999

Industry or Service of Employer and Level of Professional Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
All Manufacturing/Extractive Employers							
Engineer I/II	50	\$29,828	\$21,750	\$25,800	\$27,670	\$33,000	\$38,898
Engineer III	246	\$32,007	\$25,000	\$27,500	\$30,566	\$35,000	\$40,000
Engineer IV	614	\$36,923	\$27,985	\$31,000	\$35,655	\$40,668	\$47,750
Engineer V	701	\$43,209	\$32,094	\$36,222	\$42,000	\$48,275	\$55,416
Engineer VI	613	\$49,663	\$36,000	\$41,170	\$47,000	\$55,000	\$67,000
Engineer VII	422	\$55,466	\$40,000	\$46,000	\$52,000	\$61,516	\$75,000
Engineer VIII	338	\$66,833	\$45,077	\$52,000	\$62,000	\$75,380	\$96,000
Engineer IX	155	\$89,470	\$54,200	\$64,787	\$80,000	\$107,150	\$140,000
Aerospace & Aircraft Products							
Engineer III	30	\$30,467	\$24,670	\$26,100	\$29,747	\$33,270	\$36,174
Engineer IV	52	\$34,887	\$27,358	\$30,000	\$33,255	\$38,952	\$43,809
Engineer V	62	\$42,116	\$33,630	\$37,500	\$42,000	\$46,856	\$50,493
Engineer VI	53	\$46,268	\$37,690	\$41,486	\$45,140	\$51,596	\$56,000
Engineer VII	42	\$53,295	\$42,140	\$49,985	\$52,842	\$58,344	\$62,750
Engineer VIII	28	\$59,366	\$45,724	\$49,400	\$56,500	\$64,175	\$71,844
Engineer IX	10	\$83,145	\$53,500	\$62,452	\$76,500	\$94,000	\$131,498
Chemical, Pharmaceutical & Allied Products							
Engineer III	30	\$32,060	\$23,839	\$28,800	\$32,000	\$36,200	\$38,950
Engineer IV	71	\$38,421	\$30,480	\$32,885	\$36,900	\$40,358	\$49,096
Engineer V	95	\$47,018	\$36,005	\$40,013	\$45,300	\$50,794	\$61,100
Engineer VI	76	\$52,162	\$37,808	\$43,100	\$50,000	\$58,108	\$67,000
Engineer VII	46	\$57,244	\$43,260	\$48,600	\$54,700	\$65,000	\$73,530
Engineer VIII	36	\$69,779	\$45,229	\$57,725	\$68,000	\$80,250	\$90,730
Engineer IX	25	\$91,274	\$66,718	\$69,500	\$85,000	\$106,250	\$121,000
Electrical & Electronic Equipment							
Engineer I/II	8	\$33,364	\$26,130	\$26,700	\$27,700	\$38,050	\$52,850
Engineer III	40	\$32,046	\$25,870	\$27,847	\$30,000	\$32,670	\$40,150
Engineer IV	111	\$36,430	\$28,094	\$31,014	\$35,500	\$40,565	\$47,540
Engineer V	110	\$44,363	\$34,433	\$37,500	\$42,550	\$49,500	\$56,100
Engineer VI	107	\$49,210	\$36,845	\$42,726	\$48,600	\$53,948	\$60,000
Engineer VII	54	\$55,850	\$40,029	\$46,850	\$54,500	\$59,460	\$71,987
Engineer VIII	54	\$68,137	\$49,992	\$53,000	\$61,000	\$72,220	\$100,100
Engineer IX	29	\$89,716	\$52,399	\$64,750	\$86,300	\$100,825	\$129,080
Fabricated Metal Products							
Engineer III	19	\$29,176	\$24,971	\$26,125	\$27,500	\$31,800	\$35,120
Engineer IV	56	\$34,370	\$25,620	\$29,200	\$32,570	\$37,744	\$41,540
Engineer V	70	\$38,548	\$29,982	\$32,800	\$36,087	\$44,000	\$50,000
Engineer VI	63	\$46,253	\$35,560	\$37,388	\$41,200	\$49,725	\$65,200
Engineer VII	57	\$50,535	\$35,280	\$40,825	\$49,000	\$52,625	\$62,800
Engineer VIII	34	\$60,331	\$41,662	\$48,000	\$59,000	\$70,000	\$82,550
Engineer IX	14	\$94,114	\$49,379	\$59,850	\$80,500	\$114,500	\$167,424

Continued

Industry or Service of Employer and Level of Professional Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Food, Beverage & Tobacco Products							
Engineer III	9	\$29,574	\$25,555	\$26,772	\$27,375	\$32,500	\$36,100
Engineer IV	21	\$37,791	\$27,420	\$33,100	\$39,048	\$42,000	\$47,821
Engineer V	38	\$42,388	\$31,675	\$36,240	\$41,720	\$47,000	\$54,500
Engineer VI	32	\$47,867	\$40,056	\$41,829	\$46,000	\$52,450	\$59,180
Engineer VII	24	\$59,151	\$41,750	\$47,700	\$57,450	\$70,550	\$75,758
Engineer VIII	16	\$78,003	\$49,109	\$62,500	\$71,000	\$90,625	\$109,150
Engineer IX	5	\$102,307	\$76,000	\$87,925	\$98,000	\$115,009	\$138,433
Machinery (except electrical)							
Engineer I/II	6	\$25,419	\$20,500	\$25,000	\$25,900	\$26,880	\$28,640
Engineer III	15	\$29,184	\$19,999	\$26,944	\$28,176	\$32,738	\$40,000
Engineer IV	33	\$32,619	\$26,990	\$27,703	\$30,750	\$36,000	\$40,100
Engineer V	52	\$40,401	\$27,520	\$33,742	\$38,025	\$44,730	\$53,950
Engineer VI	37	\$44,189	\$32,700	\$36,000	\$43,250	\$48,680	\$55,840
Engineer VII	32	\$57,678	\$37,976	\$48,000	\$51,995	\$65,000	\$81,040
Engineer VIII	23	\$63,586	\$41,650	\$48,500	\$60,000	\$75,250	\$85,398
Engineer IX	13	\$80,438	\$52,119	\$61,975	\$77,000	\$95,875	\$126,197
Petroleum & Coal Products							
Engineer I/II	14	\$34,224	\$27,512	\$30,000	\$32,700	\$36,480	\$47,431
Engineer III	40	\$38,325	\$30,090	\$33,000	\$36,966	\$41,696	\$50,000
Engineer IV	112	\$41,974	\$30,237	\$35,350	\$40,458	\$47,000	\$54,000
Engineer V	94	\$49,132	\$34,198	\$40,000	\$46,500	\$55,440	\$70,045
Engineer VI	87	\$61,500	\$42,402	\$48,200	\$58,000	\$71,875	\$87,117
Engineer VII	47	\$69,730	\$47,588	\$54,975	\$66,650	\$81,660	\$99,920
Engineer VIII	57	\$77,338	\$50,400	\$57,750	\$75,000	\$92,811	\$108,000
Engineer IX	22	\$99,670	\$60,000	\$63,750	\$79,000	\$125,000	\$177,227
Primary Metal Industries							
Engineer IV	29	\$33,694	\$26,970	\$30,000	\$33,000	\$36,933	\$41,944
Engineer V	25	\$40,616	\$30,440	\$32,465	\$38,962	\$45,983	\$55,000
Engineer VI	21	\$46,681	\$33,920	\$39,775	\$45,600	\$51,153	\$55,370
Engineer VII	20	\$50,441	\$43,588	\$46,500	\$49,748	\$52,000	\$60,199
Engineer VIII	9	\$63,555	\$40,123	\$51,927	\$67,285	\$68,900	\$85,340
Rubber & Plastic Products							
Engineer IV	14	\$35,977	\$30,030	\$31,000	\$35,198	\$40,810	\$41,320
Engineer V	16	\$40,238	\$32,801	\$35,346	\$39,829	\$44,870	\$47,796
Engineer VI	13	\$45,129	\$31,000	\$36,625	\$45,000	\$48,163	\$63,497
Engineer VII	6	\$50,270	\$36,450	\$40,500	\$48,000	\$54,120	\$72,910
Engineer VIII	12	\$54,762	\$44,299	\$49,060	\$54,200	\$63,000	\$66,110
Stone, Clay, Glass & Concrete Products							
Engineer III	12	\$31,338	\$22,930	\$25,375	\$29,980	\$35,050	\$42,549
Engineer IV	19	\$38,458	\$28,410	\$30,830	\$35,631	\$40,408	\$52,799
Engineer V	23	\$40,612	\$31,440	\$34,077	\$40,000	\$44,760	\$51,399
Engineer VI	28	\$43,791	\$35,090	\$37,850	\$42,270	\$46,900	\$57,681
Engineer VII	26	\$52,182	\$39,102	\$43,160	\$47,850	\$59,316	\$78,279
Engineer VIII	9	\$61,109	\$50,600	\$54,338	\$61,000	\$68,250	\$69,600
Engineer IX	6	\$83,060	\$50,780	\$54,200	\$64,485	\$90,000	\$166,303
Transportation Equipment							
Engineer III	18	\$29,721	\$24,888	\$27,072	\$29,565	\$31,600	\$35,700
Engineer IV	32	\$37,292	\$30,258	\$33,250	\$37,684	\$40,630	\$49,703
Engineer V	43	\$41,122	\$32,784	\$36,220	\$40,320	\$45,800	\$51,360
Engineer VI	27	\$46,794	\$34,760	\$39,000	\$44,520	\$55,786	\$60,220
Engineer VII	23	\$49,610	\$34,852	\$42,750	\$50,000	\$52,419	\$59,998
Engineer VIII	14	\$60,831	\$46,125	\$50,000	\$53,620	\$57,000	\$96,580
Engineer IX	7	\$93,265	\$60,943	\$67,287	\$80,900	\$119,360	\$134,718
All Non-Manufacturing/Extractive Employers							
Engineer I/II	129	\$26,347	\$19,900	\$21,593	\$25,750	\$30,001	\$34,040
Engineer III	474	\$29,500	\$22,297	\$25,000	\$28,345	\$33,000	\$38,124
Engineer IV	1,357	\$33,845	\$25,213	\$28,800	\$32,968	\$37,685	\$43,146
Engineer V	1,945	\$39,258	\$29,664	\$33,400	\$38,000	\$43,334	\$50,000
Engineer VI	1,932	\$44,550	\$32,184	\$37,100	\$42,773	\$48,956	\$58,012
Engineer VII	1,744	\$51,228	\$36,000	\$41,600	\$48,500	\$56,000	\$68,414
Engineer VIII	1,461	\$61,268	\$39,500	\$46,280	\$56,000	\$68,515	\$90,000
Engineer IX	791	\$79,342	\$45,349	\$56,225	\$69,390	\$92,000	\$126,540
Colleges & Universities							
Engineer IV	17	\$32,698	\$24,894	\$27,213	\$33,500	\$35,375	\$45,499
Engineer V	56	\$38,784	\$26,024	\$31,145	\$37,040	\$42,767	\$54,700
Engineer VI	89	\$41,765	\$29,795	\$34,951	\$40,000	\$47,000	\$54,920
Engineer VII	121	\$46,424	\$34,776	\$40,000	\$45,400	\$53,520	\$58,560
Engineer VIII	99	\$52,535	\$35,760	\$44,599	\$51,346	\$60,468	\$69,842
Engineer IX	75	\$63,815	\$46,500	\$55,000	\$63,000	\$70,585	\$85,000
Communications Services (radio, TV, telephone & telegraph)							
Engineer III	12	\$36,229	\$31,442	\$34,776	\$36,000	\$39,025	\$40,056
Engineer IV	32	\$38,518	\$28,917	\$35,475	\$37,990	\$43,000	\$45,430
Engineer V	48	\$44,962	\$35,480	\$38,650	\$43,750	\$49,175	\$57,145
Engineer VI	40	\$46,594	\$36,500	\$42,284	\$44,930	\$50,000	\$56,430
Engineer VII	42	\$56,948	\$41,540	\$49,600	\$54,000	\$62,400	\$74,559
Engineer VIII	31	\$66,443	\$50,900	\$54,650	\$60,200	\$77,750	\$85,529
Engineer IX	12	\$92,381	\$59,250	\$76,000	\$96,950	\$107,500	\$118,798
Construction & Real Estate Development							
Engineer III	26	\$31,222	\$22,470	\$25,000	\$28,375	\$36,100	\$40,261
Engineer IV	86	\$36,156	\$24,733	\$30,000	\$34,664	\$41,000	\$50,320
Engineer V	102	\$43,030	\$29,280	\$34,000	\$39,850	\$47,720	\$65,450

Continued

**Industry or Service of Employer and
Level of Professional Responsibility**

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Engineer VI.....	129	\$51,316	\$34,000	\$39,995	\$46,000	\$58,614	\$74,480
Engineer VII.....	80	\$59,072	\$36,130	\$43,150	\$53,300	\$65,600	\$95,099
Engineer VIII.....	83	\$73,130	\$40,000	\$50,000	\$62,400	\$89,250	\$120,400
Engineer IX.....	47	\$97,865	\$49,520	\$62,750	\$85,000	\$128,250	\$163,199
Engineering Services							
Engineer I/II.....	24	\$25,972	\$17,980	\$21,074	\$25,487	\$30,916	\$35,930
Engineer III.....	90	\$28,554	\$20,790	\$24,600	\$27,875	\$31,200	\$37,020
Engineer IV.....	258	\$34,256	\$25,000	\$29,000	\$32,380	\$37,600	\$44,067
Engineer V.....	326	\$39,510	\$28,500	\$33,400	\$38,215	\$44,610	\$51,481
Engineer VI.....	293	\$47,585	\$35,000	\$39,000	\$45,800	\$54,108	\$62,686
Engineer VII.....	276	\$53,084	\$38,443	\$44,032	\$50,000	\$60,000	\$71,450
Engineer VIII.....	271	\$61,293	\$40,008	\$50,000	\$58,000	\$68,000	\$84,400
Engineer IX.....	132	\$85,818	\$50,000	\$60,000	\$80,250	\$100,000	\$130,000
Government - Federal (Including Armed Forces)							
Engineer I/II.....	11	\$21,581	\$17,960	\$21,527	\$21,527	\$21,568	\$24,735
Engineer III.....	25	\$26,342	\$21,527	\$24,973	\$25,000	\$28,524	\$32,100
Engineer IV.....	88	\$30,650	\$27,094	\$28,000	\$30,227	\$32,948	\$35,100
Engineer V.....	189	\$35,593	\$31,332	\$32,502	\$35,248	\$38,185	\$39,519
Engineer VI.....	218	\$42,384	\$36,168	\$39,750	\$42,773	\$45,360	\$47,500
Engineer VII.....	142	\$49,001	\$41,835	\$46,000	\$49,000	\$52,411	\$54,320
Engineer VIII.....	62	\$57,701	\$50,231	\$55,675	\$58,248	\$61,000	\$63,150
Engineer IX.....	30	\$67,477	\$57,053	\$63,000	\$66,000	\$70,000	\$72,850
Government - State							
Engineer I/II.....	18	\$23,061	\$19,752	\$21,002	\$22,011	\$23,275	\$28,271
Engineer III.....	44	\$26,944	\$20,478	\$22,882	\$24,750	\$28,989	\$34,230
Engineer IV.....	87	\$31,620	\$24,050	\$27,000	\$30,852	\$35,448	\$40,000
Engineer V.....	146	\$35,073	\$27,913	\$31,345	\$35,289	\$38,700	\$41,403
Engineer VI.....	125	\$37,876	\$29,660	\$32,922	\$38,700	\$41,403	\$45,305
Engineer VII.....	90	\$42,507	\$34,560	\$37,640	\$41,225	\$46,310	\$51,941
Engineer VIII.....	50	\$46,426	\$38,475	\$41,000	\$45,500	\$51,000	\$55,350
Engineer IX.....	52	\$53,786	\$41,993	\$45,000	\$51,203	\$60,000	\$70,425
Government - Local (cities, counties, etc.)							
Engineer I/II.....	14	\$25,984	\$20,280	\$22,173	\$26,380	\$28,773	\$31,162
Engineer III.....	39	\$27,056	\$20,535	\$23,033	\$25,500	\$29,764	\$35,600
Engineer IV.....	110	\$31,592	\$24,260	\$27,865	\$31,100	\$35,000	\$40,000
Engineer V.....	152	\$35,485	\$27,815	\$30,874	\$35,000	\$40,079	\$42,888
Engineer VI.....	185	\$36,926	\$29,500	\$32,400	\$36,000	\$40,933	\$45,000
Engineer VII.....	162	\$41,373	\$32,916	\$36,000	\$41,389	\$46,000	\$49,961
Engineer VIII.....	114	\$45,428	\$34,987	\$39,185	\$42,995	\$49,586	\$57,267
Engineer IX.....	65	\$53,703	\$40,250	\$44,200	\$50,565	\$59,634	\$71,000
Private Practice							
Engineer I/II.....	18	\$24,406	\$19,818	\$21,450	\$23,334	\$26,000	\$28,902
Engineer III.....	85	\$27,069	\$21,000	\$24,000	\$26,459	\$29,301	\$33,000
Engineer IV.....	336	\$31,882	\$23,012	\$26,850	\$30,530	\$35,000	\$40,000
Engineer V.....	505	\$39,655	\$28,550	\$32,500	\$38,000	\$43,850	\$52,640
Engineer VI.....	484	\$45,016	\$30,000	\$36,030	\$42,000	\$50,000	\$61,050
Engineer VII.....	566	\$53,759	\$35,000	\$41,100	\$50,000	\$60,789	\$77,900
Engineer VIII.....	545	\$65,865	\$39,500	\$46,213	\$58,200	\$75,000	\$107,000
Engineer IX.....	255	\$88,427	\$45,500	\$60,000	\$76,000	\$109,700	\$140,000
Research Organizations & Laboratories							
Engineer III.....	12	\$30,694	\$25,377	\$26,400	\$29,690	\$34,810	\$36,540
Engineer IV.....	21	\$35,702	\$25,800	\$31,510	\$34,000	\$42,700	\$45,850
Engineer V.....	38	\$42,656	\$35,000	\$37,920	\$41,900	\$46,000	\$51,264
Engineer VI.....	44	\$45,577	\$36,900	\$40,756	\$45,400	\$49,000	\$54,218
Engineer VII.....	29	\$51,386	\$42,342	\$48,150	\$52,150	\$54,906	\$60,400
Engineer VIII.....	18	\$58,444	\$46,773	\$46,600	\$57,893	\$70,725	\$82,199
Engineer IX.....	17	\$75,280	\$63,560	\$64,413	\$73,000	\$79,100	\$97,799
Transportation Services							
Engineer IV.....	15	\$34,866	\$25,440	\$28,675	\$32,701	\$41,271	\$47,300
Engineer V.....	18	\$41,358	\$33,950	\$36,700	\$39,740	\$43,992	\$51,276
Engineer VI.....	12	\$43,492	\$34,590	\$37,352	\$43,500	\$48,625	\$54,600
Engineer VII.....	13	\$54,840	\$43,599	\$48,110	\$52,000	\$60,360	\$74,038
Engineer IX.....	7	\$86,837	\$50,500	\$51,718	\$67,400	\$75,867	\$199,673
Utilities - Electric							
Engineer I/II.....	27	\$29,430	\$25,110	\$26,481	\$29,516	\$32,225	\$33,760
Engineer III.....	91	\$33,058	\$26,611	\$29,075	\$32,335	\$36,795	\$40,872
Engineer IV.....	204	\$36,754	\$29,758	\$32,506	\$36,000	\$40,471	\$43,999
Engineer V.....	221	\$41,443	\$34,000	\$36,972	\$40,500	\$46,250	\$49,334
Engineer VI.....	196	\$46,753	\$38,006	\$41,032	\$45,403	\$50,484	\$55,974
Engineer VII.....	125	\$53,445	\$40,400	\$44,850	\$51,660	\$59,541	\$65,000
Engineer VIII.....	89	\$60,281	\$45,000	\$50,288	\$58,967	\$68,425	\$77,400
Engineer IX.....	61	\$80,375	\$60,600	\$64,000	\$71,500	\$85,667	\$113,000
Utilities - Gas							
Engineer III.....	9	\$29,484	\$25,400	\$26,375	\$30,000	\$32,081	\$33,800
Engineer IV.....	28	\$36,512	\$28,890	\$33,166	\$35,575	\$40,005	\$44,850
Engineer V.....	34	\$42,444	\$32,468	\$34,164	\$41,889	\$50,000	\$52,690
Engineer VI.....	20	\$45,174	\$32,950	\$36,350	\$43,058	\$51,680	\$64,407
Engineer VII.....	19	\$52,375	\$43,662	\$45,550	\$50,100	\$57,825	\$62,180
Engineer VIII.....	15	\$58,380	\$46,299	\$52,750	\$59,064	\$63,000	\$64,158
Engineer IX.....	7	\$102,114	\$62,859	\$78,225	\$101,000	\$121,375	\$152,697

Continued

Industry or Service of Employer and Level of Professional Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Utilities - Pipelines							
Engineer III	8	\$34,702	\$28,327	\$31,036	\$34,953	\$38,075	\$41,162
Engineer IV	14	\$39,058	\$29,453	\$34,500	\$36,225	\$40,020	\$51,140
Engineer V	21	\$43,829	\$38,400	\$39,966	\$44,000	\$46,250	\$50,278
Engineer VI	15	\$55,805	\$41,700	\$43,605	\$50,000	\$62,040	\$83,394
Engineer VII	8	\$56,126	\$42,365	\$48,950	\$54,810	\$62,656	\$73,013
Engineer VIII	13	\$75,129	\$49,919	\$65,295	\$75,000	\$90,450	\$93,320

Utilities - Other or Mixed

Engineer III	13	\$32,911	\$28,520	\$30,075	\$30,588	\$35,843	\$39,268
Engineer IV	39	\$35,721	\$27,626	\$32,158	\$35,400	\$38,813	\$43,360
Engineer V	56	\$40,866	\$31,542	\$34,000	\$40,100	\$45,015	\$51,960
Engineer VI	38	\$47,240	\$36,000	\$39,100	\$43,700	\$51,000	\$58,460
Engineer VII	36	\$51,455	\$38,080	\$43,140	\$52,979	\$59,000	\$63,800
Engineer VIII	32	\$55,611	\$42,470	\$46,608	\$56,050	\$60,300	\$72,200
Engineer IX	13	\$77,072	\$55,999	\$62,400	\$75,000	\$93,000	\$98,399

Industry or Service of Employer and Major Metropolitan Area

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
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All Manufacturing/Extractive Employers

Atlanta (GA) & Vicinity	57	\$50,484	\$33,177	\$36,425	\$44,520	\$60,000	\$70,400
Baltimore (MD) & Vicinity	30	\$48,248	\$35,550	\$40,000	\$45,628	\$52,440	\$68,749
Boston (MA) & Vicinity	80	\$52,500	\$33,963	\$39,510	\$47,250	\$54,450	\$83,150
Chicago (IL) & Vicinity	164	\$48,324	\$29,917	\$35,850	\$44,200	\$54,435	\$72,294
Cincinnati (OH/KY/IN) & Vicinity	66	\$42,392	\$27,905	\$32,000	\$36,250	\$50,000	\$64,500
Cleveland (OH) & Vicinity	78	\$41,687	\$25,060	\$29,964	\$39,050	\$51,000	\$60,800
Dallas/Ft. Worth (TX) & Vicinity	109	\$53,980	\$28,830	\$36,225	\$47,000	\$60,000	\$86,058
Denver/Colorado Springs (CO) & Vicinity	65	\$50,257	\$33,700	\$37,400	\$43,920	\$53,925	\$72,500
Detroit (MI) & Vicinity	116	\$47,888	\$34,420	\$37,800	\$44,230	\$51,993	\$62,800
Houston (TX) & Vicinity	173	\$58,217	\$32,988	\$39,474	\$50,608	\$69,598	\$90,780
Indianapolis (IN) & Vicinity	35	\$46,870	\$31,501	\$36,200	\$44,800	\$52,500	\$67,000
Kansas City (MO/KS) & Vicinity	17	\$42,477	\$28,020	\$34,974	\$38,000	\$52,095	\$60,000
Los Angeles/Long Beach/San Diego (CA) & Vicinity	115	\$53,505	\$33,904	\$39,573	\$48,840	\$58,333	\$70,000
Miami (FL) & Vicinity	11	\$56,818	\$26,900	\$38,225	\$55,000	\$65,750	\$94,995
Milwaukee (WI) & Vicinity	44	\$47,913	\$30,339	\$33,906	\$42,008	\$54,750	\$80,000
Minneapolis/St. Paul (MN/WI) & Vicinity	65	\$45,383	\$29,904	\$36,150	\$41,000	\$49,125	\$70,872
Nassau/Suffolk Counties (NY)	26	\$57,628	\$32,898	\$36,150	\$48,000	\$60,000	\$98,639
Newark/Jersey City (NJ) & Vicinity	83	\$52,961	\$30,963	\$38,188	\$45,480	\$60,825	\$80,000
New Orleans (LA) & Vicinity	47	\$44,725	\$30,320	\$33,218	\$42,000	\$50,300	\$61,300
New York City (NY) - five boroughs	29	\$55,166	\$29,860	\$32,750	\$48,000	\$63,775	\$74,440
Philadelphia (PA/NJ) & Vicinity	108	\$52,924	\$29,277	\$36,550	\$48,838	\$60,499	\$81,560
Phoenix (AZ) & Vicinity	18	\$45,450	\$32,822	\$37,137	\$43,500	\$48,336	\$64,771
Pittsburgh (PA) & Vicinity	90	\$50,201	\$29,181	\$34,600	\$45,600	\$54,000	\$82,599
St. Louis (MO/IL) & Vicinity	65	\$49,788	\$30,100	\$37,301	\$47,750	\$59,000	\$72,900
San Francisco/Oakland (CA) & Vicinity	29	\$53,287	\$36,990	\$41,577	\$49,000	\$63,149	\$74,902
San Jose (CA) & Vicinity	46	\$52,016	\$30,764	\$43,200	\$47,924	\$60,000	\$68,600
Seattle/Everett (WA) & Vicinity	34	\$47,200	\$30,480	\$37,000	\$43,875	\$52,000	\$68,713
Tampa/St. Petersburg (FL) & Vicinity	28	\$45,841	\$29,785	\$36,200	\$42,775	\$53,600	\$65,080
Washington (DC/MD/VA) & Vicinity	32	\$48,779	\$28,332	\$35,148	\$43,636	\$62,167	\$75,840

Aerospace & Aircraft Products

Baltimore (MD) & Vicinity	5	\$58,774	\$48,000	\$50,573	\$52,440	\$65,500	\$81,998
Boston (MA) & Vicinity	8	\$43,431	\$36,663	\$38,140	\$43,260	\$47,826	\$50,881
Cincinnati (OH/KY/IN) & Vicinity	10	\$42,619	\$29,238	\$31,500	\$40,650	\$53,000	\$59,649
Dallas/Ft. Worth (TX) & Vicinity	22	\$43,389	\$26,688	\$30,000	\$43,500	\$52,000	\$60,000
Denver/Colorado Springs (CO) & Vicinity	8	\$41,773	\$33,592	\$37,522	\$42,100	\$46,650	\$49,098
Kansas City (MO/KS) & Vicinity	6	\$33,170	\$24,080	\$24,800	\$33,060	\$37,900	\$45,369
Los Angeles/Long Beach/San Diego (CA) & Vicinity	57	\$50,232	\$30,380	\$37,909	\$44,850	\$57,134	\$67,216
Minneapolis/St. Paul (MN/WI) & Vicinity	6	\$37,661	\$25,829	\$36,000	\$39,312	\$41,500	\$44,776
Nassau/Suffolk Counties (NY)	8	\$49,688	\$35,999	\$42,300	\$47,650	\$57,000	\$66,400
Newark/Jersey City (NJ) & Vicinity	5	\$42,318	\$31,000	\$37,000	\$41,100	\$47,372	\$55,987
Philadelphia (PA/NJ) & Vicinity	8	\$56,374	\$29,550	\$41,747	\$53,500	\$59,000	\$98,400
Phoenix (AZ) & Vicinity	9	\$42,083	\$33,276	\$36,853	\$41,038	\$48,902	\$51,545
St. Louis (MO/IL) & Vicinity	12	\$37,871	\$29,684	\$30,527	\$37,700	\$42,750	\$50,039
San Jose (CA) & Vicinity	9	\$43,492	\$26,610	\$40,549	\$45,552	\$47,606	\$55,717
Seattle/Everett (WA) & Vicinity	18	\$44,139	\$30,150	\$37,000	\$43,875	\$51,900	\$62,164
Washington (DC/MD/VA) & Vicinity	5	\$43,900	\$25,000	\$31,000	\$43,000	\$51,375	\$74,997

Chemical, Pharmaceutical & Allied Products

Atlanta (GA) & Vicinity	6	\$56,720	\$37,729	\$42,500	\$61,950	\$66,720	\$69,672
Chicago (IL) & Vicinity	19	\$53,799	\$27,599	\$34,763	\$50,200	\$61,554	\$83,999
Cincinnati (OH/KY/IN) & Vicinity	9	\$47,680	\$31,540	\$32,875	\$40,000	\$60,125	\$76,230
Cleveland (OH) & Vicinity	5	\$41,436	\$27,600	\$32,280	\$39,100	\$52,260	\$55,440
Detroit (MI) & Vicinity	9	\$47,068	\$30,898	\$39,796	\$44,000	\$56,525	\$65,600
Houston (TX) & Vicinity	32	\$48,842	\$32,210	\$37,300	\$45,420	\$56,000	\$73,699
Minneapolis/St. Paul (MN/WI) & Vicinity	7	\$47,900	\$36,380	\$37,250	\$40,000	\$53,450	\$75,397
Newark/Jersey City (NJ) & Vicinity	24	\$63,635	\$35,151	\$48,910	\$52,725	\$74,000	\$102,309
New Orleans (LA) & Vicinity	6	\$56,359	\$32,567	\$37,680	\$52,600	\$67,272	\$93,124
Philadelphia (PA/NJ) & Vicinity	30	\$56,387	\$29,999	\$42,300	\$54,000	\$63,000	\$87,499
Pittsburgh (PA) & Vicinity	5	\$42,132	\$35,000	\$37,100	\$38,400	\$49,309	\$50,570
St. Louis (MO/IL) & Vicinity	18	\$54,677	\$32,710	\$46,746	\$53,265	\$62,000	\$71,129
Tampa/St. Petersburg (FL) & Vicinity	7	\$49,958	\$36,297	\$39,064	\$45,000	\$51,855	\$78,497

Electrical & Electronic Equipment

Atlanta (GA) & Vicinity	6	\$72,700	\$33,950	\$38,000	\$64,950	\$112,600	\$121,239
Baltimore (MD) & Vicinity	7	\$54,811	\$43,039	\$45,415	\$50,676	\$61,625	\$74,299
Boston (MA) & Vicinity	35	\$55,326	\$33,626	\$39,558	\$46,008	\$58,000	\$104,499
Chicago (IL) & Vicinity	36	\$45,756	\$30,206	\$35,190	\$40,200	\$54,125	\$64,975
Cincinnati (OH/KY/IN) & Vicinity	6	\$33,757	\$27,905	\$28,000	\$33,125	\$38,400	\$41,640
Cleveland (OH) & Vicinity	6	\$34,587	\$24,570	\$25,200	\$29,941	\$39,940	\$56,192
Dallas/Ft. Worth (TX) & Vicinity	27	\$41,695	\$30,540	\$35,076	\$38,700	\$47,000	\$52,064
Denver/Colorado Springs (CO) & Vicinity	9	\$42,331	\$32,000	\$33,605	\$43,474	\$46,917	\$56,644

Continued

Industry or Service of Employer and Major Metropolitan Area

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Detroit (MI) & Vicinity	8	\$57,119	\$35,780	\$38,975	\$47,500	\$60,500	\$107,900
Houston (TX) & Vicinity	8	\$50,668	\$31,780	\$35,280	\$49,750	\$54,140	\$84,060
Los Angeles/Long Beach/San Diego (CA) & Vicinity	18	\$49,987	\$37,775	\$41,000	\$47,895	\$55,704	\$68,650
Minneapolis/St. Paul (MN/WI) & Vicinity	17	\$46,589	\$34,376	\$39,903	\$43,380	\$52,375	\$68,798
Nassau/Suffolk Counties (NY)	13	\$61,711	\$28,533	\$37,689	\$48,000	\$75,000	\$115,272
Newark/Jersey City (NJ) & Vicinity	8	\$61,437	\$32,970	\$41,000	\$49,740	\$79,600	\$114,300
New York City (NY) - five boroughs	5	\$50,584	\$29,700	\$30,000	\$53,118	\$65,000	\$79,998
Philadelphia (PA/NJ) & Vicinity	21	\$55,135	\$30,041	\$37,929	\$49,616	\$59,488	\$80,197
Phoenix (AZ) & Vicinity	7	\$44,492	\$28,505	\$37,298	\$45,000	\$47,727	\$65,617
Pittsburgh (PA) & Vicinity	25	\$52,869	\$28,368	\$41,423	\$47,750	\$55,250	\$85,199
St. Louis (MO/IL) & Vicinity	9	\$54,727	\$36,800	\$38,570	\$47,400	\$65,875	\$92,798
San Francisco/Oakland (CA) & Vicinity	7	\$60,236	\$38,319	\$45,750	\$55,000	\$72,250	\$95,198
San Jose (CA) & Vicinity	28	\$55,193	\$31,665	\$40,712	\$49,300	\$62,300	\$88,890
Seattle/Everett (WA) & Vicinity	6	\$39,955	\$32,649	\$35,250	\$39,650	\$42,000	\$49,937
Tampa/St. Petersburg (FL) & Vicinity	10	\$42,582	\$27,025	\$34,400	\$39,583	\$56,000	\$62,000
Washington (DC/MD/VA) & Vicinity	8	\$52,161	\$33,759	\$46,510	\$50,532	\$57,950	\$73,660

Fabricated Metal Products

Atlanta (GA) & Vicinity	17	\$44,090	\$32,219	\$35,600	\$39,700	\$56,700	\$60,400
Boston (MA) & Vicinity	9	\$58,844	\$34,160	\$37,100	\$50,000	\$61,675	\$118,356
Chicago (IL) & Vicinity	22	\$50,776	\$28,550	\$35,700	\$46,050	\$55,500	\$82,158
Cincinnati (OH/KY/IN) & Vicinity	13	\$45,371	\$31,163	\$34,025	\$36,000	\$50,398	\$74,198
Cleveland (OH) & Vicinity	17	\$48,684	\$26,000	\$34,086	\$43,700	\$58,625	\$73,400
Dallas/Ft. Worth (TX) & Vicinity	7	\$70,591	\$28,625	\$33,855	\$50,000	\$118,125	\$147,790
Detroit (MI) & Vicinity	8	\$50,617	\$30,216	\$41,250	\$49,670	\$61,500	\$70,000
Houston (TX) & Vicinity	17	\$43,804	\$26,599	\$35,300	\$41,600	\$50,025	\$52,300
Indianapolis (IN) & Vicinity	6	\$40,666	\$36,050	\$36,500	\$37,648	\$46,200	\$49,520
Kansas City (MO/KS) & Vicinity	8	\$39,719	\$31,519	\$36,578	\$38,440	\$42,900	\$49,806
Milwaukee (WI) & Vicinity	8	\$51,687	\$30,753	\$38,740	\$45,758	\$67,000	\$81,750
Newark/Jersey City (NJ) & Vicinity	10	\$46,344	\$27,379	\$33,000	\$40,556	\$53,567	\$74,248
New Orleans (LA) & Vicinity	7	\$37,100	\$30,500	\$32,625	\$33,200	\$34,750	\$56,597
Philadelphia (PA/NJ) & Vicinity	8	\$55,747	\$28,419	\$35,738	\$50,050	\$75,900	\$92,440
Pittsburgh (PA) & Vicinity	14	\$43,021	\$26,473	\$31,680	\$41,500	\$46,900	\$54,995
St. Louis (MO/IL) & Vicinity	7	\$54,780	\$27,839	\$33,700	\$47,940	\$75,892	\$93,503

Food, Beverage & Tobacco Products

Atlanta (GA) & Vicinity	10	\$52,215	\$36,523	\$45,000	\$49,500	\$63,000	\$71,000
Chicago (IL) & Vicinity	7	\$62,339	\$34,959	\$42,625	\$47,437	\$71,400	\$126,221
Denver/Colorado Springs (CO) & Vicinity	8	\$54,303	\$39,530	\$38,800	\$41,910	\$62,090	\$97,134
St. Louis (MO/IL) & Vicinity	8	\$48,800	\$30,839	\$40,250	\$48,875	\$57,225	\$66,350
Washington (DC/MD/VA) & Vicinity	6	\$47,652	\$32,156	\$32,800	\$39,727	\$43,572	\$92,552

Machinery (except electrical)

Boston (MA) & Vicinity	6	\$45,772	\$29,170	\$32,500	\$49,907	\$52,000	\$60,563
Chicago (IL) & Vicinity	22	\$44,853	\$28,464	\$32,000	\$38,945	\$52,000	\$70,280
Cleveland (OH) & Vicinity	9	\$40,651	\$25,320	\$25,950	\$32,856	\$47,125	\$76,000
Dallas/Ft. Worth (TX) & Vicinity	5	\$65,785	\$27,600	\$44,643	\$60,000	\$80,750	\$124,994
Detroit (MI) & Vicinity	5	\$59,580	\$40,000	\$41,875	\$48,000	\$81,950	\$87,199
Houston (TX) & Vicinity	10	\$68,310	\$38,099	\$50,000	\$57,500	\$78,700	\$124,495
Los Angeles/Long Beach/San Diego (CA) & Vicinity	5	\$46,270	\$29,000	\$34,963	\$48,000	\$55,550	\$64,999
Milwaukee (WI) & Vicinity	10	\$48,161	\$36,501	\$42,000	\$45,250	\$55,500	\$66,798
Minneapolis/St. Paul (MN/WI) & Vicinity	6	\$59,622	\$34,526	\$38,000	\$54,180	\$74,231	\$100,120
Newark/Jersey City (NJ) & Vicinity	6	\$50,430	\$28,529	\$33,300	\$42,540	\$56,200	\$95,616
Philadelphia (PA/NJ) & Vicinity	10	\$55,629	\$35,162	\$48,210	\$55,290	\$65,000	\$76,250
Pittsburgh (PA) & Vicinity	7	\$42,454	\$27,708	\$31,215	\$33,300	\$41,650	\$84,395

Petroleum & Coal Products

Chicago (IL) & Vicinity	16	\$48,715	\$29,408	\$35,805	\$45,300	\$51,300	\$87,138
Dallas/Ft. Worth (TX) & Vicinity	33	\$67,276	\$38,720	\$43,075	\$59,800	\$75,000	\$94,757
Denver/Colorado Springs (CO) & Vicinity	19	\$54,012	\$32,720	\$38,550	\$50,000	\$62,700	\$84,198
Houston (TX) & Vicinity	81	\$63,588	\$31,876	\$46,375	\$60,000	\$75,000	\$94,400
Indianapolis (IN) & Vicinity	8	\$59,100	\$42,300	\$43,900	\$54,000	\$72,500	\$87,150
Los Angeles/Long Beach/San Diego (CA) & Vicinity	9	\$73,870	\$38,868	\$51,600	\$56,040	\$71,249	\$164,649
Newark/Jersey City (NJ) & Vicinity	9	\$57,017	\$38,319	\$42,925	\$58,000	\$70,388	\$71,820
New Orleans (LA) & Vicinity	18	\$43,785	\$30,760	\$35,400	\$43,850	\$50,800	\$58,255
New York City (NY) - five boroughs	6	\$77,044	\$46,740	\$48,000	\$49,905	\$67,856	\$186,772
Philadelphia (PA/NJ) & Vicinity	11	\$49,065	\$31,266	\$31,790	\$44,300	\$50,000	\$84,941
Pittsburgh (PA) & Vicinity	10	\$53,703	\$30,640	\$38,000	\$49,344	\$65,220	\$88,998

Primary Metal Industries

Chicago (IL) & Vicinity	8	\$42,574	\$25,745	\$32,780	\$42,255	\$53,592	\$58,933
Cleveland (OH) & Vicinity	9	\$34,629	\$24,400	\$28,723	\$33,000	\$33,825	\$54,957
Houston (TX) & Vicinity	6	\$45,775	\$31,285	\$38,000	\$40,930	\$56,750	\$66,424
Philadelphia (PA/NJ) & Vicinity	5	\$50,000	\$27,500	\$29,375	\$42,500	\$60,000	\$104,994
Pittsburgh (PA) & Vicinity	17	\$45,287	\$30,400	\$38,150	\$48,000	\$51,944	\$55,320

Rubber & Plastic Products

Cleveland (OH) & Vicinity	8	\$47,273	\$31,379	\$37,000	\$44,390	\$50,500	\$75,700
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Stone, Clay, Glass & Concrete Products

Atlanta (GA) & Vicinity	6	\$42,633	\$32,754	\$35,940	\$42,730	\$44,500	\$56,199
Detroit (MI) & Vicinity	9	\$41,689	\$35,120	\$35,525	\$40,000	\$44,875	\$53,679
Los Angeles/Long Beach/San Diego (CA) & Vicinity	6	\$49,442	\$37,105	\$38,950	\$43,920	\$62,962	\$69,295
Minneapolis/St. Paul (MN/WI) & Vicinity	7	\$41,008	\$29,479	\$34,077	\$37,000	\$42,550	\$64,677
Pittsburgh (PA) & Vicinity	5	\$70,020	\$30,650	\$39,050	\$44,880	\$87,145	\$174,778

Transportation Equipment

Chicago (IL) & Vicinity	8	\$47,419	\$28,275	\$35,042	\$41,750	\$59,350	\$77,210
Detroit (MI) & Vicinity	62	\$44,268	\$33,811	\$37,200	\$42,800	\$49,500	\$54,623

Continued

Industry or Service of Employer and Major Metropolitan Area

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Indianapolis (IN) & Vicinity	6	\$11,590	\$30,917	\$31,501	\$40,593	\$51,000	\$54,600
Milwaukee (WI) & Vicinity	5	\$55,279	\$33,811	\$36,779	\$40,000	\$67,291	\$112,634
All Non-Manufacturing/Extractive Employers							
Atlanta (GA) & Vicinity	200	\$48,381	\$31,750	\$37,750	\$44,910	\$54,843	\$67,100
Baltimore (MD) & Vicinity	85	\$49,286	\$30,000	\$35,975	\$42,900	\$53,000	\$68,000
Boston (MA) & Vicinity	178	\$51,093	\$32,388	\$37,890	\$46,425	\$61,250	\$71,100
Chicago (IL) & Vicinity	399	\$50,516	\$31,280	\$37,550	\$45,556	\$56,775	\$71,700
Cincinnati (OH/KY/IN) & Vicinity	136	\$41,131	\$28,000	\$30,312	\$37,455	\$47,190	\$60,306
Cleveland (OH) & Vicinity	130	\$51,140	\$28,750	\$34,500	\$42,550	\$59,125	\$74,950
Dallas/Ft. Worth (TX) & Vicinity	297	\$52,550	\$30,560	\$36,845	\$44,940	\$60,000	\$79,022
Denver/Colorado Springs (CO) & Vicinity	151	\$50,991	\$28,964	\$37,000	\$44,460	\$55,165	\$75,070
Detroit (MI) & Vicinity	171	\$53,530	\$29,920	\$37,575	\$46,806	\$67,914	\$88,279
Houston (TX) & Vicinity	317	\$57,556	\$31,260	\$40,450	\$51,000	\$63,850	\$90,800
Indianapolis (IN) & Vicinity	77	\$49,054	\$25,096	\$33,283	\$42,390	\$55,125	\$78,174
Kansas City (MO/KS) & Vicinity	283	\$47,372	\$28,399	\$33,852	\$42,000	\$52,255	\$70,100
Los Angeles/Long Beach/San Diego (CA) & Vicinity	180	\$57,750	\$33,802	\$40,385	\$49,780	\$63,425	\$90,000
Miami (FL) & Vicinity	201	\$51,396	\$32,338	\$38,990	\$48,200	\$55,770	\$74,400
Milwaukee (WI) & Vicinity	124	\$46,298	\$27,864	\$33,344	\$42,425	\$52,125	\$71,560
Minneapolis/St. Paul (MN/WI) & Vicinity	151	\$51,149	\$30,600	\$37,625	\$43,400	\$58,625	\$77,690
Nassau/Suffolk Counties (NY)	85	\$47,457	\$33,000	\$37,815	\$45,200	\$54,030	\$62,000
Newark/Jersey City (NJ) & Vicinity	178	\$58,194	\$34,308	\$41,000	\$50,000	\$65,000	\$92,100
New Orleans (LA) & Vicinity	116	\$50,044	\$30,240	\$35,650	\$45,581	\$57,250	\$71,800
New York City (NY) - five boroughs	261	\$58,764	\$32,840	\$40,401	\$52,000	\$67,100	\$94,580
Philadelphia (PA/NJ) & Vicinity	255	\$48,234	\$29,540	\$34,451	\$44,000	\$57,000	\$73,000
Phoenix (AZ) & Vicinity	80	\$50,008	\$33,000	\$36,451	\$44,675	\$57,690	\$80,760
Pittsburgh (PA) & Vicinity	140	\$49,782	\$28,174	\$33,885	\$41,727	\$55,470	\$70,000
St. Louis (MO/IL) & Vicinity	202	\$50,886	\$29,580	\$34,125	\$43,590	\$57,500	\$80,000
San Francisco/Oakland (CA) & Vicinity	127	\$57,869	\$32,372	\$40,625	\$48,829	\$63,875	\$88,400
San Jose (CA) & Vicinity	32	\$51,237	\$30,340	\$41,006	\$48,700	\$59,580	\$72,219
Seattle/Everett (WA) & Vicinity	71	\$53,493	\$29,232	\$36,298	\$42,800	\$56,718	\$91,588
Tampa/St. Petersburg (FL) & Vicinity	139	\$44,810	\$29,000	\$33,948	\$41,508	\$49,250	\$62,760
Washington (DC/MD/VA) & Vicinity	343	\$50,584	\$30,620	\$39,070	\$47,653	\$58,254	\$68,480
Colleges & Universities							
Atlanta (GA) & Vicinity	11	\$55,313	\$32,900	\$40,212	\$54,000	\$67,875	\$77,809
Boston (MA) & Vicinity	8	\$59,413	\$42,450	\$49,250	\$61,900	\$69,500	\$71,400
Chicago (IL) & Vicinity	6	\$48,750	\$35,240	\$37,400	\$43,000	\$50,100	\$66,006
Cincinnati (OH/KY/IN) & Vicinity	7	\$47,426	\$38,179	\$44,575	\$46,200	\$50,410	\$57,455
Denver/Colorado Springs (CO) & Vicinity	8	\$49,000	\$36,150	\$39,600	\$44,750	\$50,250	\$57,750
Detroit (MI) & Vicinity	12	\$43,898	\$29,635	\$33,066	\$40,500	\$50,250	\$63,300
Houston (TX) & Vicinity	11	\$53,849	\$40,099	\$45,225	\$46,200	\$58,996	\$78,670
Indianapolis (IN) & Vicinity	5	\$51,276	\$38,100	\$41,025	\$50,000	\$59,320	\$70,778
Kansas City (MO/KS) & Vicinity	6	\$31,842	\$24,101	\$25,014	\$30,875	\$39,000	\$41,059
Los Angeles/Long Beach/San Diego (CA) & Vicinity	9	\$50,107	\$38,860	\$42,414	\$48,720	\$50,500	\$71,797
New York City (NY) - five boroughs	11	\$48,138	\$31,479	\$37,750	\$46,500	\$51,851	\$67,320
Philadelphia (PA/NJ) & Vicinity	7	\$48,334	\$27,012	\$31,325	\$38,000	\$68,250	\$78,399
Pittsburgh (PA) & Vicinity	6	\$42,245	\$27,909	\$36,100	\$42,810	\$50,000	\$54,275
St. Louis (MO/IL) & Vicinity	6	\$52,909	\$29,036	\$44,000	\$57,290	\$65,000	\$66,350
San Jose (CA) & Vicinity	6	\$44,686	\$29,786	\$38,670	\$43,101	\$51,815	\$61,546
Washington (DC/MD/VA) & Vicinity	6	\$45,341	\$24,839	\$36,000	\$42,638	\$58,770	\$67,436
Communications Services (radio, TV, telephone & telegraph)							
Atlanta (GA) & Vicinity	9	\$66,253	\$44,120	\$44,300	\$56,400	\$82,200	\$100,184
Chicago (IL) & Vicinity	13	\$49,058	\$35,560	\$36,974	\$47,000	\$51,850	\$75,359
Dallas/Ft. Worth (TX) & Vicinity	15	\$52,819	\$34,000	\$40,100	\$44,500	\$59,500	\$71,099
Houston (TX) & Vicinity	7	\$43,877	\$38,940	\$40,785	\$41,100	\$44,500	\$54,099
Kansas City (MO/KS) & Vicinity	9	\$51,851	\$32,083	\$37,250	\$48,425	\$69,400	\$74,919
Miami (FL) & Vicinity	6	\$41,800	\$32,630	\$34,700	\$38,300	\$53,500	\$53,590
Newark/Jersey City (NJ) & Vicinity	8	\$49,531	\$38,588	\$41,800	\$49,550	\$57,275	\$60,100
New York City (NY) - five boroughs	7	\$74,481	\$49,380	\$52,125	\$80,300	\$87,554	\$105,798
St. Louis (MO/IL) & Vicinity	18	\$58,502	\$42,862	\$44,500	\$47,150	\$71,100	\$80,400
Washington (DC/MD/VA) & Vicinity	9	\$59,177	\$36,019	\$47,338	\$54,000	\$64,125	\$97,196
Construction & Real Estate Development							
Atlanta (GA) & Vicinity	24	\$55,643	\$31,450	\$39,660	\$46,950	\$61,000	\$92,295
Baltimore (MD) & Vicinity	6	\$55,677	\$32,653	\$48,000	\$52,500	\$64,000	\$73,899
Boston (MA) & Vicinity	9	\$60,439	\$31,639	\$40,475	\$63,750	\$79,302	\$91,599
Chicago (IL) & Vicinity	21	\$52,307	\$36,839	\$41,813	\$49,000	\$56,200	\$74,007
Cincinnati (OH/KY/IN) & Vicinity	13	\$39,916	\$27,880	\$29,700	\$35,000	\$45,700	\$65,800
Cleveland (OH) & Vicinity	15	\$55,993	\$28,000	\$38,725	\$50,000	\$62,781	\$92,998
Dallas/Ft. Worth (TX) & Vicinity	20	\$73,151	\$28,100	\$38,750	\$58,500	\$105,000	\$148,098
Denver/Colorado Springs (CO) & Vicinity	12	\$51,347	\$37,450	\$39,500	\$46,430	\$62,000	\$76,590
Detroit (MI) & Vicinity	19	\$57,657	\$28,905	\$36,340	\$45,000	\$62,006	\$112,915
Houston (TX) & Vicinity	27	\$67,443	\$42,420	\$47,100	\$59,500	\$72,000	\$103,599
Indianapolis (IN) & Vicinity	10	\$59,037	\$30,158	\$41,470	\$51,520	\$80,024	\$97,498
Kansas City (MO/KS) & Vicinity	16	\$48,873	\$29,950	\$35,500	\$46,150	\$52,050	\$77,449
Los Angeles/Long Beach/San Diego (CA) & Vicinity	14	\$74,638	\$39,500	\$49,400	\$59,000	\$72,800	\$136,668
Miami (FL) & Vicinity	17	\$61,075	\$35,687	\$43,750	\$50,000	\$61,000	\$77,599
Milwaukee (WI) & Vicinity	8	\$35,696	\$29,650	\$30,625	\$33,960	\$40,451	\$45,340
Minneapolis/St. Paul (MN/WI) & Vicinity	15	\$60,070	\$30,000	\$40,000	\$45,600	\$74,362	\$102,000
Newark/Jersey City (NJ) & Vicinity	22	\$64,824	\$37,048	\$44,800	\$55,550	\$90,000	\$106,598
New Orleans (LA) & Vicinity	7	\$59,421	\$30,120	\$31,700	\$41,600	\$81,563	\$112,746
New York City (NY) - five boroughs	24	\$75,698	\$39,050	\$51,650	\$69,320	\$92,150	\$109,100
Philadelphia (PA/NJ) & Vicinity	19	\$52,144	\$30,360	\$34,175	\$44,000	\$48,080	\$106,317
Phoenix (AZ) & Vicinity	8	\$50,760	\$38,060	\$39,260	\$47,400	\$57,000	\$75,132
Pittsburgh (PA) & Vicinity	16	\$56,025	\$29,076	\$33,400	\$38,367	\$56,000	\$128,685
St. Louis (MO/IL) & Vicinity	22	\$62,797	\$30,500	\$33,800	\$40,702	\$79,000	\$126,897
San Francisco/Oakland (CA) & Vicinity	16	\$56,776	\$33,452	\$40,680	\$50,650	\$67,458	\$83,900
Seattle/Everett (WA) & Vicinity	5	\$66,916	\$24,700	\$31,285	\$38,400	\$94,500	\$167,990
Tampa/St. Petersburg (FL) & Vicinity	14	\$47,750	\$24,449	\$35,000	\$40,800	\$65,000	\$76,598
Washington (DC/MD/VA) & Vicinity	12	\$58,177	\$39,627	\$46,850	\$55,850	\$69,250	\$79,499

Continued

Industry or Service of Employer and Major Metropolitan Area

Engineering Services

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Atlanta (GA) & Vicinity	29	\$44,691	\$31,400	\$37,018	\$44,000	\$50,000	\$61,200
Baltimore (MD) & Vicinity	11	\$41,299	\$25,340	\$28,880	\$38,230	\$51,350	\$58,071
Boston (MA) & Vicinity	54	\$47,397	\$32,173	\$37,440	\$45,174	\$55,000	\$68,178
Chicago (IL) & Vicinity	108	\$53,469	\$32,088	\$37,500	\$48,295	\$65,000	\$76,350
Cincinnati (OH/KY/IN) & Vicinity	23	\$44,188	\$27,864	\$30,100	\$33,300	\$52,938	\$70,599
Cleveland (OH) & Vicinity	18	\$45,646	\$24,080	\$30,237	\$42,750	\$58,500	\$74,700
Dallas/Ft. Worth (TX) & Vicinity	50	\$50,717	\$27,458	\$32,400	\$43,250	\$60,000	\$86,749
Denver/Colorado Springs (CO) & Vicinity	22	\$54,169	\$30,715	\$36,000	\$43,260	\$65,000	\$85,998
Detroit (MI) & Vicinity	37	\$54,685	\$28,720	\$39,450	\$50,000	\$56,763	\$82,999
Houston (TX) & Vicinity	114	\$55,838	\$34,180	\$40,500	\$52,125	\$62,000	\$82,690
Indianapolis (IN) & Vicinity	10	\$38,830	\$23,925	\$28,000	\$36,350	\$48,500	\$57,999
Kansas City (MO/KS) & Vicinity	66	\$45,392	\$30,009	\$33,800	\$42,534	\$51,040	\$68,276
Los Angeles/Long Beach/San Diego (CA) & Vicinity	41	\$54,163	\$35,000	\$43,125	\$51,700	\$62,688	\$80,488
Miami (FL) & Vicinity	28	\$46,828	\$31,020	\$36,050	\$42,500	\$53,870	\$70,603
Minneapolis/St. Paul (MN/WI) & Vicinity	21	\$48,392	\$25,602	\$29,900	\$43,000	\$51,825	\$83,797
Nassau/Suffolk Counties (NY)	11	\$55,789	\$39,140	\$37,000	\$55,000	\$64,913	\$90,026
Newark/Jersey City (NJ) & Vicinity	14	\$54,996	\$32,332	\$33,540	\$45,580	\$59,372	\$116,076
New Orleans (LA) & Vicinity	391	\$56,693	\$35,528	\$39,851	\$51,000	\$69,344	\$83,000
New York City (NY) - five boroughs	22	\$46,115	\$29,220	\$35,520	\$46,650	\$57,500	\$85,631
Philadelphia (PA/NJ) & Vicinity	82	\$55,853	\$32,352	\$41,000	\$52,543	\$60,000	\$85,511
Phoenix (AZ) & Vicinity	69	\$48,072	\$28,808	\$33,135	\$44,200	\$57,125	\$79,600
Pittsburgh (PA) & Vicinity	13	\$50,573	\$31,600	\$34,750	\$50,000	\$60,850	\$79,999
St. Louis (MO/IL) & Vicinity	27	\$49,085	\$31,762	\$37,000	\$43,000	\$56,474	\$60,000
San Francisco/Oakland (CA) & Vicinity	34	\$48,418	\$28,837	\$37,000	\$48,790	\$60,000	\$63,760
San Jose (CA) & Vicinity	33	\$51,758	\$30,311	\$38,741	\$49,920	\$60,870	\$75,720
Seattle/Everett (WA) & Vicinity	6	\$46,833	\$35,359	\$44,000	\$47,000	\$51,400	\$56,619
Tampa/St. Petersburg (FL) & Vicinity	14	\$43,896	\$27,772	\$31,800	\$41,900	\$50,963	\$55,579
Washington (DC/MD/VA) & Vicinity	26	\$39,467	\$28,218	\$30,667	\$39,100	\$46,000	\$53,700
	69	\$51,026	\$30,000	\$39,300	\$46,500	\$56,986	\$66,800

Government - Federal (including Armed Forces)

Atlanta (GA) & Vicinity	11	\$39,291	\$29,956	\$32,735	\$38,562	\$45,581	\$48,499
Baltimore (MD) & Vicinity	10	\$43,701	\$33,865	\$39,509	\$43,235	\$49,128	\$53,792
Boston (MA) & Vicinity	11	\$39,687	\$26,610	\$32,338	\$39,128	\$45,108	\$55,274
Chicago (IL) & Vicinity	11	\$39,014	\$28,832	\$33,718	\$40,500	\$43,813	\$48,114
Cincinnati (OH/KY/IN) & Vicinity	15	\$36,847	\$27,999	\$29,013	\$38,500	\$44,544	\$49,200
Cleveland (OH) & Vicinity	13	\$42,348	\$33,963	\$38,514	\$41,914	\$46,386	\$51,585
Dallas/Ft. Worth (TX) & Vicinity	18	\$39,085	\$27,753	\$33,211	\$39,510	\$44,325	\$49,326
Denver/Colorado Springs (CO) & Vicinity	6	\$48,303	\$30,784	\$43,166	\$46,162	\$58,920	\$65,291
Detroit (MI) & Vicinity	5	\$45,936	\$44,242	\$44,811	\$45,150	\$46,718	\$49,497
Houston (TX) & Vicinity	15	\$44,505	\$32,311	\$36,212	\$39,519	\$46,500	\$56,055
Los Angeles/Long Beach/San Diego (CA) & Vicinity	6	\$42,493	\$35,346	\$36,227	\$38,615	\$44,267	\$60,210
Minneapolis/St. Paul (MN/WI) & Vicinity	5	\$48,427	\$30,000	\$36,139	\$46,850	\$62,825	\$65,000
Newark/Jersey City (NJ) & Vicinity	5	\$35,868	\$29,358	\$31,661	\$34,011	\$39,953	\$45,405
New Orleans (LA) & Vicinity	7	\$38,468	\$29,905	\$31,644	\$32,503	\$48,052	\$50,963
New York City (NY) - five boroughs	6	\$44,463	\$31,650	\$33,000	\$43,879	\$47,048	\$65,426
Philadelphia (PA/NJ) & Vicinity	19	\$40,386	\$27,700	\$32,614	\$40,000	\$45,731	\$51,225
St. Louis (MO/IL) & Vicinity	7	\$43,531	\$34,856	\$37,664	\$45,406	\$49,400	\$51,680
San Francisco/Oakland (CA) & Vicinity	13	\$42,559	\$31,670	\$35,469	\$39,586	\$47,983	\$57,761
Seattle/Everett (WA) & Vicinity	5	\$39,548	\$36,277	\$37,708	\$38,500	\$42,290	\$42,584
Washington (DC/MD/VA) & Vicinity	128	\$48,471	\$32,650	\$40,201	\$47,882	\$57,402	\$63,800

Government - State

Baltimore (MD) & Vicinity	6	\$36,950	\$30,200	\$32,000	\$34,150	\$45,000	\$46,260
Chicago (IL) & Vicinity	6	\$36,029	\$30,652	\$33,500	\$34,928	\$39,480	\$42,648
Cincinnati (OH/KY/IN) & Vicinity	7	\$35,393	\$24,267	\$29,702	\$35,000	\$39,440	\$47,161
Detroit (MI) & Vicinity	5	\$37,139	\$30,784	\$32,446	\$39,460	\$40,613	\$42,450
Kansas City (MO/KS) & Vicinity	13	\$34,188	\$27,761	\$28,730	\$33,336	\$38,910	\$42,640
Miami (FL) & Vicinity	5	\$46,759	\$39,000	\$42,000	\$48,487	\$50,827	\$53,307
Minneapolis/St. Paul (MN/WI) & Vicinity	5	\$39,110	\$27,000	\$29,625	\$40,000	\$46,538	\$53,999
Newark/Jersey City (NJ) & Vicinity	14	\$42,236	\$35,374	\$38,628	\$41,750	\$44,752	\$48,710
New York City (NY) - five boroughs	20	\$50,765	\$36,525	\$39,734	\$49,848	\$57,100	\$70,749
Philadelphia (PA/NJ) & Vicinity	7	\$43,343	\$27,918	\$29,750	\$38,500	\$44,500	\$77,796
Phoenix (AZ) & Vicinity	8	\$37,631	\$27,959	\$31,472	\$35,513	\$40,990	\$52,113
St. Louis (MO/IL) & Vicinity	7	\$31,963	\$22,599	\$29,300	\$30,324	\$38,116	\$39,925

Government - Local (cities, counties, etc.)

Atlanta (GA) & Vicinity	10	\$32,944	\$21,488	\$25,000	\$31,061	\$41,300	\$46,872
Baltimore (MD) & Vicinity	7	\$39,133	\$29,722	\$36,375	\$42,000	\$42,750	\$43,380
Boston (MA) & Vicinity	10	\$35,307	\$27,718	\$33,515	\$35,784	\$39,000	\$39,850
Chicago (IL) & Vicinity	59	\$40,967	\$29,920	\$34,640	\$40,500	\$46,475	\$52,385
Cincinnati (OH/KY/IN) & Vicinity	12	\$35,077	\$26,530	\$28,964	\$34,208	\$39,816	\$47,114
Cleveland (OH) & Vicinity	10	\$33,848	\$25,732	\$30,050	\$34,683	\$38,300	\$40,150
Dallas/Ft. Worth (TX) & Vicinity	23	\$40,229	\$29,708	\$37,050	\$40,169	\$44,216	\$49,400
Denver/Colorado Springs (CO) & Vicinity	6	\$38,887	\$27,296	\$30,500	\$37,900	\$44,460	\$54,503
Detroit (MI) & Vicinity	21	\$45,591	\$29,306	\$36,750	\$45,007	\$48,675	\$57,873
Houston (TX) & Vicinity	12	\$47,558	\$30,970	\$32,631	\$39,935	\$50,515	\$84,897
Kansas City (MO/KS) & Vicinity	21	\$38,755	\$24,977	\$30,463	\$39,000	\$47,055	\$51,984
Los Angeles/Long Beach/San Diego (CA) & Vicinity	19	\$42,245	\$31,326	\$35,801	\$40,843	\$47,123	\$55,420
Miami (FL) & Vicinity	19	\$46,384	\$34,323	\$38,969	\$44,472	\$53,500	\$59,775
Minneapolis/St. Paul (MN/WI) & Vicinity	24	\$38,641	\$27,753	\$32,194	\$39,080	\$44,800	\$49,061
Nassau/Suffolk Counties (NY)	32	\$41,137	\$30,029	\$34,381	\$40,573	\$46,080	\$51,901
Newark/Jersey City (NJ) & Vicinity	14	\$45,334	\$38,694	\$40,500	\$45,691	\$49,500	\$53,829
New Orleans (LA) & Vicinity	17	\$40,382	\$26,839	\$36,595	\$40,500	\$45,215	\$49,500
New York City (NY) - five boroughs	5	\$38,054	\$35,000	\$35,450	\$38,500	\$39,592	\$42,569
Philadelphia (PA/NJ) & Vicinity	16	\$39,447	\$30,000	\$33,450	\$38,572	\$41,873	\$51,439
Phoenix (AZ) & Vicinity	11	\$36,337	\$28,000	\$31,650	\$34,500	\$42,177	\$44,465
St. Louis (MO/IL) & Vicinity	7	\$40,283	\$28,959	\$33,044	\$36,608	\$44,936	\$59,548
San Francisco/Oakland (CA) & Vicinity	10	\$40,085	\$27,980	\$33,500	\$36,393	\$40,628	\$61,798
Seattle/Everett (WA) & Vicinity	13	\$42,796	\$29,758	\$36,250	\$41,020	\$47,016	\$64,467
Tampa/St. Petersburg (FL) & Vicinity	5	\$45,667	\$37,700	\$38,305	\$46,000	\$49,578	\$60,035
Washington (DC/MD/VA) & Vicinity	10	\$36,880	\$27,115	\$30,000	\$39,575	\$42,500	\$45,960
	21	\$43,784	\$30,250	\$39,407	\$42,000	\$52,112	\$58,322

Private Practice

Atlanta (GA) & Vicinity	55	\$49,007	\$35,000	\$39,813	\$45,000	\$57,875	\$66,320
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Continued

Industry or Service of Employer and Major Metropolitan Area

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Baltimore (MD) & Vicinity	38	\$54,336	\$29,010	\$36,200	\$42,150	\$60,448	\$99,698
Boston (MA) & Vicinity	52	\$57,629	\$35,550	\$39,950	\$52,000	\$64,876	\$89,649
Chicago (IL) & Vicinity	95	\$55,377	\$29,600	\$40,688	\$50,000	\$64,000	\$91,999
Cincinnati (OH/KY/IN) & Vicinity	38	\$42,944	\$23,250	\$30,328	\$37,525	\$50,000	\$61,812
Cleveland (OH) & Vicinity	53	\$56,507	\$29,586	\$37,320	\$42,000	\$65,013	\$94,798
Dallas/Ft. Worth (TX) & Vicinity	91	\$59,578	\$33,380	\$40,125	\$54,000	\$64,875	\$110,800
Denver/Colorado Springs (CO) & Vicinity	54	\$57,453	\$27,457	\$37,000	\$52,331	\$66,000	\$107,240
Detroit (MI) & Vicinity	44	\$60,245	\$30,660	\$39,500	\$52,000	\$66,000	\$116,000
Houston (TX) & Vicinity	76	\$62,039	\$32,490	\$39,900	\$53,400	\$66,500	\$111,500
Indianapolis (IN) & Vicinity	17	\$56,920	\$24,160	\$30,064	\$42,390	\$53,000	\$84,832
Kansas City (MO/KS) & Vicinity	111	\$48,760	\$28,531	\$34,353	\$42,100	\$55,675	\$67,620
Los Angeles/Long Beach/San Diego (CA) & Vicinity	56	\$69,507	\$36,400	\$44,500	\$60,000	\$82,345	\$127,499
Miami (FL) & Vicinity	64	\$52,406	\$27,450	\$37,297	\$48,000	\$62,663	\$85,500
Milwaukee (WI) & Vicinity	37	\$48,821	\$26,408	\$31,875	\$46,000	\$56,700	\$79,000
Minneapolis/St. Paul (MN/WI) & Vicinity	39	\$59,650	\$31,000	\$36,440	\$51,229	\$71,736	\$96,599
Nassau/Suffolk Counties (NY)	27	\$47,010	\$33,400	\$37,750	\$44,000	\$59,625	\$63,800
Newark/Jersey City (NJ) & Vicinity	51	\$65,250	\$35,299	\$46,625	\$56,000	\$70,000	\$101,549
New Orleans (LA) & Vicinity	46	\$52,610	\$34,530	\$36,000	\$45,581	\$58,000	\$64,980
New York City (NY) - five boroughs	53	\$66,910	\$30,516	\$45,000	\$59,000	\$80,575	\$111,999
Philadelphia (PA/NJ) & Vicinity	57	\$52,273	\$29,382	\$35,553	\$49,300	\$60,188	\$85,800
Phoenix (AZ) & Vicinity	30	\$56,384	\$33,500	\$37,500	\$47,750	\$57,000	\$87,073
Pittsburgh (PA) & Vicinity	34	\$54,047	\$26,697	\$36,000	\$44,700	\$58,800	\$97,188
St. Louis (MO/IL) & Vicinity	51	\$53,362	\$29,568	\$34,000	\$45,000	\$66,610	\$88,800
San Francisco/Oakland (CA) & Vicinity	31	\$72,624	\$41,100	\$44,579	\$55,175	\$91,660	\$150,000
San Jose (CA) & Vicinity	11	\$51,727	\$27,280	\$32,250	\$41,000	\$64,500	\$82,797
Seattle/Everett (WA) & Vicinity	27	\$61,804	\$28,400	\$37,175	\$47,000	\$84,500	\$108,040
Tampa/St. Petersburg (FL) & Vicinity	54	\$48,691	\$30,000	\$35,340	\$42,450	\$52,000	\$66,028
Washington (DC/MD/VA) & Vicinity	60	\$53,591	\$29,182	\$34,600	\$48,712	\$64,180	\$84,499
Research Organizations & Laboratories							
Boston (MA) & Vicinity	5	\$58,258	\$45,750	\$51,938	\$54,540	\$65,250	\$74,999
Chicago (IL) & Vicinity	18	\$52,008	\$34,189	\$42,300	\$45,381	\$56,500	\$83,298
Los Angeles/Long Beach/San Diego (CA) & Vicinity	6	\$41,254	\$27,617	\$30,000	\$39,984	\$47,203	\$61,419
San Francisco/Oakland (CA) & Vicinity	10	\$52,918	\$32,250	\$43,000	\$46,500	\$71,000	\$77,400
Washington (DC/MD/VA) & Vicinity	11	\$57,736	\$31,839	\$40,550	\$52,200	\$63,875	\$96,476
Transportation Services							
Chicago (IL) & Vicinity	9	\$43,158	\$29,940	\$34,635	\$40,404	\$53,160	\$55,500
New York City (NY) - five boroughs	5	\$51,877	\$34,000	\$43,975	\$52,000	\$60,865	\$67,399
Philadelphia (PA/NJ) & Vicinity	6	\$44,230	\$26,094	\$37,751	\$44,092	\$53,275	\$60,560
Washington (DC/MD/VA) & Vicinity	5	\$55,689	\$48,200	\$50,375	\$55,000	\$59,037	\$68,146
Utilities - Electric							
Atlanta (GA) & Vicinity	25	\$46,501	\$32,112	\$38,738	\$45,456	\$53,250	\$63,000
Boston (MA) & Vicinity	5	\$43,014	\$37,300	\$37,743	\$43,680	\$46,150	\$51,999
Chicago (IL) & Vicinity	17	\$50,043	\$35,832	\$40,775	\$46,764	\$57,493	\$74,073
Cincinnati (OH/KY/IN) & Vicinity	8	\$38,052	\$28,720	\$29,908	\$37,500	\$38,750	\$56,300
Cleveland (OH) & Vicinity	14	\$43,578	\$28,339	\$32,240	\$44,900	\$50,000	\$54,845
Dallas/Ft. Worth (TX) & Vicinity	59	\$46,624	\$32,208	\$38,138	\$41,880	\$50,235	\$66,996
Denver/Colorado Springs (CO) & Vicinity	11	\$45,318	\$30,217	\$37,045	\$46,084	\$49,025	\$63,199
Detroit (MI) & Vicinity	8	\$47,591	\$34,639	\$42,310	\$47,150	\$52,850	\$61,887
Houston (TX) & Vicinity	9	\$45,784	\$36,680	\$38,323	\$42,600	\$47,106	\$60,139
Indianapolis (IN) & Vicinity	9	\$49,617	\$32,639	\$38,479	\$44,948	\$55,800	\$76,018
Kansas City (MO/KS) & Vicinity	15	\$49,904	\$28,000	\$34,440	\$41,850	\$70,750	\$78,000
Los Angeles/Long Beach/San Diego (CA) & Vicinity	9	\$49,465	\$34,158	\$44,696	\$47,700	\$57,430	\$65,751
Miami (FL) & Vicinity	52	\$53,188	\$34,360	\$40,100	\$49,570	\$64,930	\$80,140
Milwaukee (WI) & Vicinity	8	\$52,805	\$35,257	\$40,270	\$48,250	\$65,700	\$77,420
Minneapolis/St. Paul (MN/WI) & Vicinity	15	\$56,976	\$34,700	\$40,523	\$45,000	\$67,875	\$107,997
Newark/Jersey City (NJ) & Vicinity	8	\$67,141	\$42,099	\$47,000	\$55,400	\$70,663	\$127,360
New Orleans (LA) & Vicinity	11	\$60,609	\$46,080	\$49,100	\$54,500	\$65,675	\$88,798
New York City (NY) - five boroughs	5	\$44,532	\$28,700	\$29,675	\$39,708	\$61,813	\$62,750
Philadelphia (PA/NJ) & Vicinity	26	\$51,840	\$34,920	\$38,000	\$49,849	\$61,725	\$70,399
Phoenix (AZ) & Vicinity	5	\$49,280	\$35,000	\$39,050	\$42,000	\$59,250	\$74,998
Pittsburgh (PA) & Vicinity	13	\$46,682	\$25,448	\$29,567	\$40,000	\$60,097	\$78,196
St. Louis (MO/IL) & Vicinity	31	\$44,228	\$27,797	\$32,513	\$37,100	\$41,475	\$60,396
Seattle/Everett (WA) & Vicinity	6	\$46,645	\$33,342	\$36,360	\$45,000	\$57,000	\$62,849
Tampa/St. Petersburg (FL) & Vicinity	23	\$45,873	\$28,700	\$35,563	\$41,508	\$48,800	\$65,509
Washington (DC/MD/VA) & Vicinity	8	\$58,341	\$29,676	\$39,350	\$47,000	\$56,500	\$127,070
Utilities - Gas							
Atlanta (GA) & Vicinity	6	\$47,260	\$26,739	\$33,400	\$37,080	\$60,000	\$86,997
Houston (TX) & Vicinity	10	\$55,731	\$28,598	\$37,085	\$48,600	\$63,200	\$100,895
New York City (NY) - five boroughs	9	\$51,022	\$32,259	\$36,175	\$43,200	\$58,475	\$91,396
Pittsburgh (PA) & Vicinity	10	\$42,549	\$33,166	\$40,000	\$41,839	\$45,546	\$53,250
Utilities - Pipelines							
Houston (TX) & Vicinity	18	\$59,892	\$38,215	\$46,020	\$58,320	\$72,100	\$91,260
Kansas City (MO/KS) & Vicinity	5	\$80,418	\$39,300	\$47,325	\$83,395	\$99,046	\$145,994
Utilities - Other or Mixed							
Chicago (IL) & Vicinity	8	\$41,219	\$32,745	\$34,275	\$38,080	\$47,030	\$55,705
Denver/Colorado Springs (CO) & Vicinity	5	\$42,952	\$36,000	\$40,613	\$42,948	\$46,005	\$48,480
Houston (TX) & Vicinity	5	\$54,400	\$40,000	\$41,500	\$59,000	\$62,750	\$70,999
Indianapolis (IN) & Vicinity	5	\$44,818	\$33,530	\$38,803	\$43,600	\$52,300	\$55,000
Kansas City (MO/KS) & Vicinity	8	\$47,523	\$34,780	\$36,000	\$40,350	\$60,140	\$70,044
Nassau/Suffolk Counties (NY)	11	\$48,560	\$32,440	\$41,478	\$47,750	\$57,950	\$61,600
Newark/Jersey City (NJ) & Vicinity	11	\$53,209	\$34,319	\$38,725	\$55,000	\$58,625	\$74,916
New York City (NY) - five boroughs	6	\$44,025	\$34,704	\$39,700	\$42,850	\$45,600	\$57,659
Philadelphia (PA/NJ) & Vicinity	13	\$44,706	\$31,620	\$36,500	\$44,500	\$50,000	\$60,719
St. Louis (MO/IL) & Vicinity	6	\$62,953	\$39,017	\$48,180	\$55,300	\$88,000	\$92,500

Major Branch of Engineering and Job Function

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Aeronautical & Aerospace							
Design	29	\$39,661	\$26,777	\$32,250	\$37,493	\$47,535	\$51,720
Executive/Administrative	42	\$59,899	\$36,410	\$45,406	\$56,708	\$66,000	\$85,300
Production, Quality Control, Maintenance, etc.	6	\$38,151	\$25,118	\$30,000	\$33,140	\$52,050	\$55,605
Project Study & Analysis	27	\$43,135	\$26,635	\$36,355	\$43,500	\$48,285	\$56,000
Research & Development	47	\$43,346	\$28,234	\$33,241	\$43,000	\$52,330	\$59,669
Teaching/Training	6	\$46,517	\$30,398	\$44,800	\$49,410	\$53,100	\$53,532
Agricultural							
Construction Supervision (may include some design)	14	\$31,504	\$24,386	\$27,000	\$31,637	\$37,000	\$38,460
Design	22	\$32,103	\$21,370	\$26,000	\$31,840	\$38,500	\$41,150
Executive/Administrative	49	\$53,420	\$36,736	\$44,075	\$49,680	\$62,915	\$71,942
Production, Quality Control, Maintenance, etc.	6	\$33,946	\$24,077	\$24,768	\$30,227	\$34,454	\$57,443
Project Study & Analysis	10	\$40,969	\$24,500	\$27,700	\$40,750	\$48,164	\$60,348
Research & Development	22	\$42,610	\$30,200	\$36,000	\$42,581	\$45,600	\$52,200
Sales/Marketing	9	\$33,880	\$25,410	\$28,706	\$31,980	\$40,096	\$45,193
Teaching/Training	20	\$39,142	\$28,873	\$34,900	\$37,080	\$43,000	\$50,550
Architectural							
Construction Supervision (may include some design)	14	\$43,131	\$29,432	\$34,000	\$37,250	\$41,600	\$58,110
Design	35	\$36,301	\$21,000	\$25,643	\$31,200	\$43,375	\$52,600
Executive/Administrative	59	\$63,411	\$38,440	\$45,000	\$54,500	\$74,125	\$103,000
Teaching/Training	5	\$34,597	\$29,658	\$33,065	\$35,125	\$36,500	\$38,000
Chemical							
Construction Supervision (may include some design)	18	\$46,926	\$31,332	\$37,022	\$45,200	\$48,888	\$71,048
Design	69	\$47,731	\$33,185	\$40,450	\$46,140	\$53,100	\$65,580
Executive/Administrative	155	\$68,485	\$40,000	\$49,940	\$61,000	\$76,825	\$102,966
Production, Quality Control, Maintenance, etc.	64	\$38,933	\$28,541	\$30,710	\$34,365	\$42,450	\$50,070
Project Study & Analysis	47	\$45,205	\$30,540	\$35,370	\$40,400	\$50,325	\$64,497
Research & Development	91	\$44,467	\$30,444	\$34,425	\$41,000	\$50,503	\$64,980
Sales/Marketing	25	\$42,599	\$26,519	\$32,565	\$45,600	\$50,250	\$56,800
Teaching/Training	16	\$47,018	\$32,300	\$38,350	\$44,310	\$56,000	\$65,649
Civil (General)							
Construction Supervision (may include some design)	487	\$39,607	\$25,000	\$30,000	\$36,277	\$44,697	\$55,580
Design	899	\$37,077	\$24,680	\$28,935	\$34,770	\$41,240	\$51,331
Executive/Administrative	2,091	\$44,286	\$32,960	\$38,500	\$46,800	\$60,000	\$84,000
Production, Quality Control, Maintenance, etc.	83	\$41,350	\$29,900	\$34,026	\$38,600	\$44,950	\$54,800
Project Study & Analysis	204	\$38,876	\$25,780	\$30,300	\$36,114	\$42,589	\$50,280
Research & Development	48	\$44,935	\$31,568	\$37,340	\$42,589	\$48,983	\$60,740
Sales/Marketing	98	\$48,865	\$30,180	\$37,000	\$44,152	\$54,000	\$68,800
Teaching/Training	55	\$41,001	\$24,000	\$31,963	\$38,600	\$49,500	\$58,200
Civil (primarily Structural)							
Construction Supervision (may include some design)	76	\$43,127	\$26,940	\$31,643	\$39,692	\$47,500	\$64,626
Design	431	\$39,057	\$25,900	\$30,360	\$36,268	\$43,770	\$55,000
Executive/Administrative	412	\$59,575	\$36,570	\$42,872	\$52,750	\$67,750	\$92,000
Production, Quality Control, Maintenance, etc.	17	\$40,833	\$30,471	\$31,834	\$37,100	\$42,275	\$64,326
Project Study & Analysis	29	\$39,289	\$27,910	\$31,061	\$36,200	\$45,025	\$49,640
Research & Development	15	\$41,968	\$30,099	\$39,150	\$43,200	\$47,052	\$49,600
Sales/Marketing	25	\$45,611	\$34,400	\$38,314	\$44,600	\$50,250	\$56,600
Teaching/Training	25	\$45,001	\$24,000	\$30,028	\$41,311	\$55,200	\$69,700
Civil (primarily Surveying)							
Construction Supervision (may include some design)	8	\$29,480	\$22,880	\$24,460	\$26,000	\$33,761	\$42,630
Design	11	\$30,468	\$26,000	\$26,744	\$30,000	\$33,915	\$37,587
Executive/Administrative	53	\$50,983	\$24,000	\$34,088	\$47,830	\$62,588	\$80,080
Cost/Value							
Executive/Administrative	16	\$47,607	\$32,177	\$42,000	\$43,930	\$54,250	\$65,811
Project Study & Analysis	24	\$44,368	\$31,891	\$38,053	\$43,950	\$48,105	\$54,699
Electrical & Electronic							
Construction Supervision (may include some design)	139	\$42,368	\$30,040	\$34,275	\$40,500	\$46,472	\$54,950
Design	593	\$42,107	\$29,993	\$34,226	\$40,221	\$47,850	\$55,000
Executive/Administrative	847	\$59,573	\$38,768	\$44,500	\$54,000	\$67,350	\$86,240
Production, Quality Control, Maintenance, etc.	153	\$41,482	\$30,000	\$33,005	\$39,780	\$45,000	\$54,640
Project Study & Analysis	228	\$43,719	\$31,335	\$35,616	\$42,000	\$48,571	\$56,445
Research & Development	137	\$45,213	\$31,294	\$36,825	\$44,242	\$52,875	\$58,840
Sales/Marketing	102	\$45,203	\$30,324	\$37,500	\$43,513	\$50,940	\$56,150
Teaching/Training	57	\$42,414	\$29,400	\$35,000	\$42,200	\$47,000	\$54,986
Industrial							
Construction Supervision (may include some design)	6	\$40,388	\$25,870	\$26,500	\$43,390	\$51,250	\$51,925
Design	7	\$37,462	\$24,595	\$27,182	\$34,260	\$44,623	\$58,998
Executive/Administrative	101	\$59,864	\$37,800	\$43,368	\$49,900	\$66,110	\$99,400
Production, Quality Control, Maintenance, etc.	34	\$37,370	\$27,225	\$30,400	\$35,850	\$42,000	\$50,344
Project Study & Analysis	55	\$39,840	\$26,335	\$30,504	\$36,936	\$48,577	\$55,000
Research & Development	5	\$52,286	\$37,000	\$39,400	\$52,880	\$62,388	\$72,251
Sales/Marketing	6	\$48,749	\$27,746	\$33,600	\$45,650	\$62,000	\$76,848
Teaching/Training	10	\$46,568	\$31,300	\$32,725	\$43,963	\$54,485	\$69,198
Manufacturing							
Design	20	\$36,962	\$29,177	\$32,000	\$35,950	\$42,480	\$47,960
Executive/Administrative	57	\$59,099	\$39,200	\$44,790	\$57,000	\$67,615	\$89,000
Production, Quality Control, Maintenance, etc.	42	\$40,836	\$28,460	\$31,800	\$37,848	\$50,400	\$55,680
Project Study & Analysis	14	\$45,044	\$28,450	\$33,600	\$45,850	\$55,000	\$65,478
Mechanical							
Construction Supervision (may include some design)	141	\$45,711	\$29,300	\$35,000	\$40,500	\$49,264	\$63,392
Design	650	\$42,451	\$28,000	\$33,380	\$40,000	\$48,000	\$59,822

Continued

Major Branch of Engineering and Job Function

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Executive/Administrative	858	\$61,600	\$38,839	\$45,000	\$54,225	\$70,000	\$92,750
Production, Quality Control, Maintenance, etc.	201	\$39,035	\$28,452	\$32,713	\$37,620	\$43,342	\$50,735
Project Study & Analysis	173	\$44,430	\$29,858	\$35,000	\$41,800	\$48,800	\$60,303
Research & Development	174	\$45,847	\$32,180	\$37,000	\$44,630	\$53,025	\$61,032
Sales/Marketing	100	\$45,962	\$29,118	\$34,000	\$42,700	\$52,448	\$63,500
Teaching/Training	61	\$40,498	\$26,482	\$32,424	\$39,800	\$49,253	\$58,000
Metallurgical & Materials							
Executive/Administrative	17	\$66,720	\$46,812	\$52,275	\$58,000	\$71,050	\$96,999
Production, Quality Control, Maintenance, etc.	21	\$36,611	\$26,180	\$28,065	\$33,000	\$41,250	\$47,300
Project Study & Analysis	7	\$37,220	\$23,575	\$31,700	\$39,000	\$41,343	\$52,399
Research & Development	15	\$40,941	\$27,880	\$30,285	\$36,000	\$39,250	\$50,000
Nuclear							
Construction Supervision (may include some design)	6	\$45,802	\$34,729	\$43,100	\$44,450	\$54,010	\$54,901
Design	19	\$47,712	\$30,356	\$36,315	\$41,500	\$55,608	\$74,878
Executive/Administrative	33	\$68,429	\$46,139	\$50,450	\$62,100	\$74,000	\$90,700
Production, Quality Control, Maintenance, etc.	18	\$46,851	\$34,430	\$36,000	\$43,234	\$53,000	\$58,500
Project Study & Analysis	20	\$43,827	\$34,032	\$36,494	\$40,686	\$49,115	\$60,750
Research & Development	9	\$47,356	\$32,020	\$40,188	\$44,280	\$48,660	\$72,597
Teaching/Training	6	\$47,938	\$33,982	\$38,100	\$46,500	\$61,000	\$61,900
Petroleum & Mining							
Construction Supervision (may include some design)	18	\$40,706	\$27,112	\$31,000	\$41,560	\$48,537	\$50,521
Design	21	\$43,071	\$29,066	\$34,590	\$41,160	\$47,250	\$63,846
Executive/Administrative	141	\$71,971	\$40,120	\$49,750	\$60,000	\$83,395	\$112,799
Production, Quality Control, Maintenance, etc.	30	\$54,058	\$34,070	\$39,000	\$49,000	\$67,000	\$74,590
Project Study & Analysis	51	\$49,330	\$33,390	\$36,825	\$44,277	\$59,750	\$74,160
Research & Development	6	\$47,862	\$27,219	\$38,200	\$42,485	\$60,000	\$76,198
Sales/Marketing	8	\$61,628	\$38,231	\$48,470	\$62,798	\$75,745	\$81,272
Teaching/Training	5	\$47,330	\$32,400	\$42,750	\$51,050	\$52,750	\$55,000
Safety							
Executive/Administrative	22	\$48,331	\$31,384	\$37,000	\$43,298	\$58,000	\$75,599
Project Study & Analysis	5	\$35,616	\$24,267	\$26,317	\$39,315	\$41,875	\$47,499
Sanitary, Environmental & Pollution Control							
Construction Supervision (may include some design)	25	\$38,556	\$30,400	\$31,088	\$35,500	\$38,705	\$43,500
Design	179	\$37,457	\$26,414	\$30,289	\$36,000	\$43,545	\$51,350
Executive/Administrative	303	\$57,726	\$35,240	\$41,144	\$49,500	\$63,150	\$94,200
Production, Quality Control, Maintenance, etc.	21	\$41,759	\$30,120	\$34,125	\$37,000	\$48,525	\$61,147
Project Study & Analysis	72	\$38,640	\$26,397	\$29,914	\$36,105	\$43,290	\$51,930
Research & Development	9	\$35,738	\$25,315	\$31,898	\$35,400	\$39,795	\$47,186
Sales/Marketing	22	\$47,682	\$35,340	\$37,240	\$43,158	\$53,000	\$65,898
Teaching/Training	19	\$45,173	\$32,400	\$34,925	\$38,100	\$55,000	\$63,009

Major Branch of Engineering and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Aeronautical & Aerospace							
All Manufacturing/Extractive Employers	96	\$45,796	\$30,000	\$35,688	\$44,150	\$52,912	\$60,941
Aerospace & Aircraft Products	91	\$45,035	\$29,898	\$35,169	\$44,000	\$52,343	\$59,006
All Non-Manufacturing/Extractive Employers	71	\$48,853	\$28,830	\$36,275	\$45,500	\$55,750	\$68,479
Colleges & Universities	12	\$50,867	\$36,359	\$46,110	\$53,340	\$57,500	\$61,600
Engineering Services	9	\$40,784	\$28,607	\$33,600	\$36,200	\$49,625	\$58,400
Government - Federal (including Armed Forces)	29	\$45,254	\$28,340	\$33,165	\$45,000	\$53,996	\$61,840
Research Organizations & Laboratories	11	\$58,011	\$24,723	\$33,710	\$47,200	\$76,550	\$105,273
Agricultural							
All Manufacturing/Extractive Employers	36	\$42,390	\$21,786	\$27,855	\$37,250	\$54,500	\$70,129
Machinery (except electrical)	20	\$41,860	\$22,775	\$27,295	\$36,192	\$56,525	\$69,249
All Non-Manufacturing/Extractive Employers	125	\$41,548	\$26,400	\$33,404	\$40,545	\$48,041	\$60,000
Colleges & Universities	45	\$45,496	\$29,500	\$35,450	\$43,000	\$52,223	\$68,000
Engineering Services	8	\$42,926	\$25,693	\$29,656	\$38,000	\$54,050	\$72,600
Government - Federal (including Armed Forces)	36	\$39,158	\$28,469	\$32,790	\$39,875	\$44,534	\$48,901
Private Practice	10	\$37,199	\$24,500	\$26,000	\$33,238	\$47,630	\$51,081
Utilities - Electric	6	\$39,192	\$26,620	\$31,980	\$38,080	\$40,985	\$58,097
Architectural							
All Manufacturing/Extractive Employers	13	\$52,121	\$30,960	\$33,800	\$55,000	\$66,280	\$79,587
All Non-Manufacturing/Extractive Employers	117	\$49,449	\$24,968	\$31,800	\$42,000	\$56,250	\$80,770
Colleges & Universities	7	\$39,012	\$30,566	\$34,431	\$36,000	\$42,575	\$53,619
Construction & Real Estate Development	19	\$59,605	\$24,963	\$35,625	\$41,600	\$63,361	\$141,751
Engineering Services	27	\$40,519	\$21,771	\$27,025	\$37,000	\$46,599	\$71,919
Private Practice	48	\$53,374	\$24,421	\$32,050	\$46,000	\$65,501	\$97,899
Chemical							
All Manufacturing/Extractive Employers	343	\$52,090	\$31,160	\$36,020	\$46,980	\$60,000	\$78,880
Chemical, Pharmaceutical & Allied Products	143	\$51,500	\$32,432	\$36,188	\$47,000	\$61,375	\$77,320
Electrical & Electronic Equipment	11	\$45,344	\$23,690	\$26,319	\$36,720	\$51,345	\$76,819
Fabricated Metal Products	12	\$44,187	\$24,399	\$26,220	\$34,400	\$53,050	\$61,048
Food, Beverage & Tobacco Products	18	\$51,750	\$31,300	\$33,000	\$42,500	\$63,000	\$90,597
Machinery (except electrical)	7	\$51,500	\$28,000	\$36,775	\$56,800	\$64,500	\$67,280
Petroleum & Coal Products	79	\$58,789	\$34,926	\$38,730	\$49,800	\$64,043	\$97,599
Primary Metal Industries	9	\$45,154	\$29,880	\$31,800	\$39,720	\$51,869	\$72,367
Rubber & Plastic Products	13	\$42,389	\$30,680	\$33,755	\$40,260	\$49,963	\$56,579
Stone, Clay, Glass & Concrete Products	10	\$49,419	\$31,903	\$41,000	\$46,700	\$57,100	\$70,248
All Non-Manufacturing/Extractive Employers	182	\$51,883	\$30,000	\$37,800	\$47,425	\$60,000	\$75,000

Continued

Major Branch of Engineering and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Colleges & Universities.....	26	\$50,909	\$35,000	\$40,150	\$52,945	\$62,500	\$63,900
Construction & Real Estate Development.....	6	\$83,025	\$36,340	\$39,400	\$62,000	\$85,000	\$200,862
Engineering Services.....	51	\$55,657	\$30,679	\$44,025	\$51,700	\$68,550	\$82,200
Government - Federal (including Armed Forces).....	21	\$36,512	\$21,527	\$29,273	\$38,000	\$43,067	\$48,671
Private Practice.....	27	\$55,765	\$26,999	\$40,750	\$50,000	\$63,375	\$88,598
Research Organizations & Laboratories.....	17	\$53,548	\$33,205	\$39,050	\$46,000	\$58,125	\$86,199
Utilities - Electric.....	14	\$42,574	\$29,466	\$33,108	\$42,395	\$49,396	\$56,799
Utilities - Gas.....	6	\$51,262	\$35,315	\$43,200	\$50,558	\$60,816	\$67,281

Civil (General)

All Manufacturing/Extractive Employers.....	230	\$51,638	\$30,570	\$36,000	\$44,900	\$58,500	\$73,500
Aerospace & Aircraft Products.....	6	\$42,845	\$32,037	\$33,270	\$41,900	\$49,000	\$58,089
Chemical, Pharmaceutical & Allied Products.....	23	\$54,022	\$32,312	\$37,501	\$49,000	\$63,500	\$87,974
Electrical & Electronic Equipment.....	7	\$42,133	\$28,916	\$33,075	\$43,246	\$47,359	\$56,496
Fabricated Metal Products.....	26	\$50,244	\$28,800	\$36,000	\$47,425	\$61,540	\$82,339
Food, Beverage & Tobacco Products.....	11	\$55,749	\$36,639	\$39,723	\$42,157	\$61,025	\$102,292
Petroleum & Coal Products.....	62	\$54,941	\$30,990	\$36,000	\$49,905	\$66,000	\$81,756
Primary Metal Industries.....	13	\$43,438	\$29,000	\$34,584	\$44,676	\$51,296	\$58,679
Stone, Clay, Glass & Concrete Products.....	42	\$49,622	\$33,760	\$37,500	\$42,950	\$55,000	\$67,480
Transportation Equipment.....	6	\$54,419	\$33,449	\$38,400	\$45,606	\$64,000	\$96,396

All Non-Manufacturing/Extractive Employers.....	3,986	\$46,432	\$27,500	\$33,000	\$40,500	\$51,920	\$70,000
Colleges & Universities.....	88	\$46,449	\$29,120	\$35,102	\$44,700	\$53,690	\$70,490
Communications Services (radio, TV, telephone & telegraph).....	16	\$56,457	\$35,240	\$41,120	\$57,500	\$67,700	\$82,233
Construction & Real Estate Development.....	360	\$56,449	\$28,500	\$35,600	\$45,455	\$65,050	\$96,500
Engineering Services.....	511	\$46,836	\$26,548	\$32,050	\$41,000	\$54,949	\$70,708
Government - Federal (including Armed Forces).....	272	\$43,144	\$31,000	\$34,477	\$41,346	\$49,500	\$58,872
Government - State.....	424	\$37,489	\$25,000	\$31,206	\$37,030	\$41,767	\$48,640
Government - Local (cities, counties, etc.).....	687	\$38,798	\$27,500	\$31,618	\$37,500	\$43,786	\$50,000
Private Practice.....	1,320	\$51,005	\$27,270	\$33,437	\$43,433	\$60,000	\$84,100
Research Organizations & Laboratories.....	26	\$43,171	\$27,300	\$31,500	\$41,070	\$52,800	\$58,880
Transportation Services.....	29	\$48,571	\$30,509	\$35,150	\$44,668	\$54,131	\$71,968
Utilities - Electric.....	69	\$45,082	\$28,906	\$34,450	\$41,950	\$52,840	\$62,400
Utilities - Gas.....	33	\$49,495	\$26,868	\$32,658	\$43,000	\$56,600	\$63,695
Utilities - Pipelines.....	29	\$47,683	\$31,649	\$34,684	\$43,000	\$51,350	\$64,827
Utilities - Other or Mixed.....	62	\$41,558	\$28,039	\$33,000	\$40,650	\$47,000	\$56,200

Civil (primarily Structural)

All Manufacturing/Extractive Employers.....	213	\$45,329	\$28,500	\$32,985	\$40,900	\$50,000	\$68,595
Aerospace & Aircraft Products.....	5	\$34,926	\$28,500	\$28,575	\$33,000	\$37,633	\$51,530
Chemical, Pharmaceutical & Allied Products.....	12	\$57,416	\$31,300	\$35,020	\$48,000	\$73,000	\$100,838
Electrical & Electronic Equipment.....	6	\$51,871	\$38,762	\$40,400	\$46,123	\$50,000	\$85,996
Fabricated Metal Products.....	89	\$44,563	\$28,460	\$33,425	\$39,600	\$47,250	\$58,799
Food, Beverage & Tobacco Products.....	6	\$42,116	\$30,959	\$39,600	\$42,330	\$47,437	\$50,643
Machinery (except electrical).....	11	\$49,226	\$27,299	\$42,420	\$47,000	\$55,925	\$76,018
Petroleum & Coal Products.....	19	\$55,307	\$32,279	\$42,250	\$49,100	\$73,000	\$85,249
Primary Metal Industries.....	5	\$44,468	\$30,440	\$36,185	\$48,600	\$50,900	\$55,399
Stone, Clay, Glass & Concrete Products.....	25	\$43,762	\$26,750	\$32,175	\$41,000	\$52,310	\$61,000

All Non-Manufacturing/Extractive Employers.....	881	\$48,370	\$28,000	\$34,294	\$43,000	\$55,000	\$75,000
Colleges & Universities.....	40	\$48,707	\$27,443	\$38,661	\$48,030	\$57,550	\$70,850
Construction & Real Estate Development.....	80	\$51,729	\$29,000	\$36,413	\$45,375	\$60,588	\$83,699
Engineering Services.....	203	\$48,312	\$28,416	\$34,850	\$43,800	\$55,940	\$74,048
Government - Federal (including Armed Forces).....	28	\$38,721	\$27,271	\$31,395	\$40,260	\$45,203	\$48,306
Government - State.....	41	\$39,805	\$26,100	\$32,154	\$38,196	\$42,474	\$59,556
Government - Local (cities, counties, etc.).....	29	\$40,438	\$25,606	\$32,600	\$39,128	\$42,808	\$55,478
Private Practice.....	386	\$49,675	\$28,000	\$34,000	\$43,877	\$58,326	\$79,880
Research Organizations & Laboratories.....	9	\$50,714	\$30,679	\$36,800	\$44,000	\$56,970	\$87,997
Transportation Services.....	9	\$60,631	\$29,000	\$31,701	\$37,100	\$53,485	\$159,983
Utilities - Electric.....	34	\$44,514	\$29,795	\$34,100	\$43,536	\$50,000	\$67,207

Civil (primarily Surveying)

All Non-Manufacturing/Extractive Employers.....	101	\$41,596	\$21,980	\$26,456	\$35,822	\$54,100	\$67,000
Colleges & Universities.....	5	\$47,209	\$29,400	\$39,225	\$48,000	\$54,108	\$65,998
Construction & Real Estate Development.....	9	\$46,770	\$24,800	\$29,315	\$37,101	\$56,900	\$87,156
Engineering Services.....	17	\$43,507	\$22,560	\$25,018	\$40,000	\$56,125	\$75,698
Government - Local (cities, counties, etc.).....	12	\$30,586	\$18,849	\$21,721	\$30,892	\$37,075	\$45,849
Private Practice.....	49	\$43,275	\$22,611	\$27,250	\$36,000	\$60,000	\$72,520

Cost/Value

All Non-Manufacturing/Extractive Employers.....	52	\$45,642	\$30,552	\$37,923	\$43,950	\$51,790	\$62,799
Communications Services (radio, TV, telephone & telegraph).....	6	\$48,373	\$41,268	\$43,900	\$44,680	\$55,000	\$60,399
Construction & Real Estate Development.....	8	\$45,836	\$31,241	\$40,053	\$44,430	\$47,210	\$67,056
Engineering Services.....	14	\$46,302	\$32,070	\$42,000	\$45,805	\$52,000	\$58,899

Electrical & Electronic

All Manufacturing/Extractive Employers.....	596	\$48,520	\$30,640	\$37,368	\$44,970	\$54,264	\$67,904
Aerospace & Aircraft Products.....	77	\$45,620	\$32,980	\$38,778	\$44,500	\$51,775	\$58,827
Chemical, Pharmaceutical & Allied Products.....	28	\$50,374	\$34,368	\$40,115	\$50,732	\$59,300	\$67,541
Electrical & Electronic Equipment.....	334	\$49,470	\$30,500	\$36,816	\$45,000	\$54,886	\$70,000
Fabricated Metal Products.....	8	\$53,124	\$34,300	\$36,500	\$42,047	\$70,250	\$92,680
Food, Beverage & Tobacco Products.....	13	\$51,730	\$38,674	\$43,494	\$51,000	\$59,150	\$67,959
Machinery (except electrical).....	17	\$40,966	\$26,275	\$28,375	\$40,000	\$48,903	\$54,700
Petroleum & Coal Products.....	23	\$57,309	\$35,058	\$40,925	\$60,000	\$71,163	\$79,838
Primary Metal Industries.....	14	\$40,703	\$29,750	\$31,500	\$34,700	\$46,100	\$54,797

Continued

Major Branch of Engineering and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Rubber & Plastic Products	10	\$44,788	\$35,450	\$38,658	\$42,000	\$46,500	\$60,908
Stone, Clay, Glass & Concrete Products	9	\$48,740	\$33,080	\$36,500	\$45,700	\$59,841	\$68,984
Transportation Equipment	14	\$48,209	\$39,180	\$45,000	\$49,408	\$52,600	\$55,550
All Non-Manufacturing/Extractive Employers	1,825	\$48,734	\$31,700	\$37,206	\$44,300	\$54,500	\$69,125
Colleges & Universities	101	\$46,514	\$31,114	\$37,722	\$45,000	\$53,279	\$64,400
Communications Services (radio, TV, telephone & telegraph)	150	\$54,453	\$35,320	\$41,800	\$49,425	\$60,342	\$80,650
Construction & Real Estate Development	69	\$55,168	\$31,120	\$37,260	\$46,388	\$60,330	\$87,599
Engineering Services	208	\$47,562	\$30,600	\$36,000	\$43,900	\$54,783	\$65,720
Government - Federal (including Armed Forces)	127	\$41,361	\$29,960	\$33,586	\$39,519	\$48,468	\$54,698
Government - State	18	\$38,014	\$30,097	\$31,056	\$36,732	\$44,300	\$49,205
Government - Local (cities, counties, etc.)	14	\$38,279	\$27,150	\$32,000	\$40,518	\$44,100	\$46,320
Private Practice	267	\$54,907	\$34,560	\$38,862	\$46,600	\$54,000	\$72,659
Research Organizations & Laboratories	38	\$48,196	\$30,890	\$37,500	\$45,350	\$53,000	\$69,849
Transportation Services	12	\$42,611	\$35,639	\$40,172	\$42,190	\$45,916	\$49,849
Utilities - Electric	677	\$46,420	\$31,980	\$36,597	\$43,800	\$52,565	\$64,472
Utilities - Gas	11	\$48,850	\$34,988	\$41,545	\$48,000	\$55,275	\$64,400
Utilities - Pipelines	5	\$39,860	\$32,700	\$34,050	\$39,862	\$44,180	\$49,999
Utilities - Other or Mixed	92	\$52,338	\$33,544	\$39,152	\$46,628	\$58,370	\$75,900
Industrial							
All Manufacturing/Extractive Employers	118	\$50,484	\$27,388	\$33,200	\$43,220	\$55,000	\$84,175
Aerospace & Aircraft Products	6	\$58,803	\$28,796	\$31,460	\$43,380	\$66,080	\$132,601
Chemical, Pharmaceutical & Allied Products	8	\$54,347	\$41,450	\$44,337	\$50,000	\$60,050	\$77,650
Electrical & Electronic Equipment	24	\$52,070	\$29,292	\$33,442	\$43,560	\$54,500	\$69,393
Fabricated Metal Products	23	\$50,533	\$26,360	\$30,019	\$43,000	\$51,015	\$88,951
Food, Beverage & Tobacco Products	12	\$61,556	\$36,210	\$42,000	\$57,050	\$90,125	\$106,360
Petroleum & Coal Products	6	\$50,163	\$33,354	\$36,000	\$47,310	\$65,000	\$71,569
Primary Metal Industries	6	\$45,726	\$30,054	\$40,000	\$42,254	\$52,000	\$67,208
Transportation Equipment	7	\$43,513	\$27,919	\$34,945	\$43,495	\$53,625	\$56,400
All Non-Manufacturing/Extractive Employers	122	\$47,096	\$30,337	\$36,936	\$44,484	\$53,475	\$66,919
Colleges & Universities	14	\$51,096	\$31,860	\$37,500	\$49,021	\$61,192	\$73,619
Communications Services (radio, TV, telephone & telegraph)	13	\$48,500	\$35,619	\$37,995	\$46,500	\$52,125	\$62,386
Engineering Services	16	\$49,019	\$30,148	\$34,750	\$46,773	\$58,000	\$67,849
Government - Federal (including Armed Forces)	17	\$41,959	\$30,618	\$32,326	\$42,748	\$47,623	\$51,379
Private Practice	14	\$47,064	\$25,598	\$39,000	\$45,970	\$55,000	\$67,695
Utilities - Electric	12	\$40,689	\$30,901	\$35,820	\$39,470	\$46,985	\$50,869
Utilities - Gas	7	\$46,098	\$27,919	\$33,750	\$36,936	\$45,313	\$93,474
Manufacturing							
All Manufacturing/Extractive Employers	139	\$47,476	\$30,260	\$35,075	\$43,500	\$55,425	\$71,204
Aerospace & Aircraft Products	7	\$45,958	\$35,197	\$37,738	\$44,160	\$49,699	\$61,784
Chemical, Pharmaceutical & Allied Products	15	\$46,954	\$28,500	\$37,650	\$48,000	\$55,425	\$66,719
Electrical & Electronic Equipment	27	\$44,226	\$28,394	\$33,050	\$40,500	\$51,818	\$62,320
Fabricated Metal Products	18	\$51,443	\$31,076	\$33,200	\$43,488	\$61,333	\$86,999
Food, Beverage & Tobacco Products	9	\$53,967	\$30,833	\$41,771	\$55,000	\$71,665	\$73,061
Machinery (except electrical)	11	\$54,109	\$30,280	\$35,625	\$48,000	\$73,725	\$87,198
Stone, Clay, Glass & Concrete Products	8	\$42,320	\$29,040	\$32,975	\$39,480	\$53,500	\$57,350
Transportation Equipment	17	\$45,466	\$31,138	\$33,495	\$37,296	\$47,963	\$76,618
All Non-Manufacturing/Extractive Employers	15	\$51,801	\$32,000	\$41,833	\$45,000	\$56,161	\$62,920
Mechanical							
All Manufacturing/Extractive Employers	1,120	\$48,502	\$30,000	\$36,000	\$43,650	\$54,074	\$72,000
Aerospace & Aircraft Products	70	\$45,232	\$29,000	\$37,137	\$42,880	\$52,000	\$62,226
Chemical, Pharmaceutical & Allied Products	121	\$50,909	\$32,920	\$37,770	\$45,120	\$58,538	\$75,000
Electrical & Electronic Equipment	117	\$49,509	\$30,000	\$35,972	\$45,000	\$56,000	\$72,800
Fabricated Metal Products	145	\$49,084	\$30,300	\$34,925	\$40,500	\$58,000	\$73,000
Food, Beverage & Tobacco Products	69	\$47,528	\$27,750	\$37,394	\$45,400	\$51,875	\$73,140
Machinery (except electrical)	153	\$47,907	\$28,716	\$34,130	\$42,000	\$52,625	\$75,100
Petroleum & Coal Products	95	\$54,244	\$34,500	\$40,519	\$48,960	\$63,750	\$80,580
Primary Metal Industries	41	\$45,413	\$29,986	\$35,374	\$42,500	\$51,153	\$66,340
Rubber & Plastic Products	33	\$45,593	\$33,436	\$36,444	\$43,466	\$53,250	\$61,658
Stone, Clay, Glass & Concrete Products	19	\$54,097	\$32,912	\$36,919	\$45,000	\$51,340	\$85,919
Transportation Equipment	101	\$43,517	\$27,492	\$34,875	\$40,260	\$48,050	\$55,400
All Non-Manufacturing/Extractive Employers	1,414	\$50,786	\$30,486	\$36,740	\$45,050	\$57,000	\$75,510
Colleges & Universities	110	\$44,371	\$28,875	\$34,000	\$41,725	\$53,500	\$61,350
Communications Services (radio, TV, telephone & telegraph)	16	\$51,830	\$35,242	\$38,000	\$46,550	\$53,200	\$62,799
Construction & Real Estate Development	114	\$59,082	\$31,620	\$40,000	\$51,000	\$72,000	\$94,200
Engineering Services	322	\$52,696	\$31,739	\$40,000	\$48,795	\$60,000	\$75,000
Government - Federal (including Armed Forces)	97	\$40,281	\$28,992	\$33,345	\$39,370	\$45,792	\$51,782
Government - State	21	\$42,580	\$28,788	\$33,617	\$43,000	\$47,525	\$62,594
Government - Local (cities, counties, etc.)	15	\$40,248	\$31,900	\$35,150	\$38,000	\$45,301	\$53,510
Private Practice	345	\$52,719	\$29,730	\$36,000	\$45,300	\$60,000	\$83,500
Research Organizations & Laboratories	45	\$46,598	\$32,640	\$38,565	\$45,876	\$51,585	\$65,500
Transportation Services	12	\$49,980	\$31,868	\$36,321	\$48,386	\$61,843	\$71,799
Utilities - Electric	164	\$47,331	\$31,000	\$35,844	\$41,825	\$50,000	\$70,150
Utilities - Gas	45	\$48,585	\$33,200	\$37,225	\$44,620	\$53,709	\$63,000
Utilities - Pipelines	19	\$60,238	\$27,710	\$40,425	\$47,700	\$76,050	\$91,080
Utilities - Other or Mixed	32	\$48,059	\$33,054	\$36,184	\$43,350	\$53,534	\$72,697
Metallurgical & Materials							
All Manufacturing/Extractive Employers	42	\$41,467	\$26,866	\$30,540	\$39,600	\$46,140	\$57,725
Aerospace & Aircraft Products	7	\$53,071	\$30,400	\$32,000	\$39,000	\$61,625	\$111,494
Fabricated Metal Products	12	\$41,288	\$26,910	\$33,748	\$44,250	\$47,404	\$52,686
Primary Metal Industries	10	\$38,059	\$27,269	\$32,000	\$37,000	\$44,000	\$50,874
All Non-Manufacturing/Extractive Employers	34	\$61,381	\$30,238	\$37,200	\$53,500	\$63,000	\$112,997
Colleges & Universities	8	\$64,294	\$36,360	\$45,975	\$57,500	\$65,700	\$118,520

Continued

Major Branch of Engineering and Industry or Service of Employer

Engineering Services	7	\$65,571	\$34,698	\$52,375	\$58,000	\$83,500	\$96,999
Private Practice	9	\$78,511	\$25,839	\$39,400	\$54,000	\$117,500	\$175,994
Nuclear							
All Manufacturing/Extractive Employers	13	\$62,163	\$37,424	\$48,053	\$62,000	\$73,700	\$87,359
Electrical & Electronic Equipment	6	\$69,608	\$39,127	\$53,520	\$60,700	\$85,200	\$94,919
All Non-Manufacturing/Extractive Employers	112	\$51,807	\$33,820	\$37,200	\$46,440	\$57,250	\$70,740
Colleges & Universities	8	\$49,701	\$24,042	\$35,813	\$46,500	\$61,500	\$81,600
Engineering Services	24	\$50,687	\$34,403	\$36,455	\$50,500	\$58,800	\$73,399
Government - Federal (including Armed Forces)	11	\$48,239	\$32,163	\$37,527	\$45,405	\$58,844	\$66,132
Research Organizations & Laboratories	13	\$49,847	\$39,635	\$44,235	\$46,380	\$53,430	\$62,397
Utilities - Electric	41	\$50,318	\$33,058	\$37,297	\$45,000	\$54,003	\$66,114
Petroleum & Mining							
All Manufacturing/Extractive Employers	214	\$60,911	\$33,000	\$41,800	\$54,000	\$71,280	\$90,200
Petroleum & Coal Products	200	\$61,726	\$33,554	\$42,000	\$54,000	\$72,480	\$92,000
All Non-Manufacturing/Extractive Employers	110	\$56,548	\$32,526	\$38,400	\$49,398	\$60,600	\$90,457
Engineering Services	31	\$63,258	\$32,925	\$37,950	\$55,000	\$75,770	\$107,998
Government - Federal (including Armed Forces)	8	\$42,395	\$27,799	\$33,450	\$44,615	\$49,398	\$55,703
Private Practice	23	\$60,446	\$24,440	\$36,015	\$45,000	\$72,250	\$111,999
Utilities - Gas	16	\$46,534	\$31,712	\$36,855	\$45,273	\$56,025	\$62,880
Utilities - Pipelines	14	\$64,907	\$40,974	\$48,200	\$61,160	\$83,395	\$92,860
Safety							
All Non-Manufacturing/Extractive Employers	40	\$45,275	\$29,241	\$35,700	\$40,860	\$49,170	\$71,500
Engineering Services	8	\$53,213	\$36,380	\$38,750	\$46,250	\$63,250	\$87,360
Private Practice	6	\$50,933	\$35,450	\$39,500	\$45,548	\$60,000	\$77,998
Sanitary, Environmental & Pollution Control							
All Manufacturing/Extractive Employers	55	\$49,276	\$31,000	\$35,625	\$44,500	\$57,500	\$69,086
Chemical, Pharmaceutical & Allied Products	11	\$57,425	\$35,300	\$42,975	\$50,900	\$54,380	\$96,992
Fabricated Metal Products	5	\$44,736	\$30,480	\$30,870	\$36,000	\$53,750	\$81,796
Petroleum & Coal Products	8	\$53,627	\$32,743	\$35,135	\$41,124	\$62,469	\$103,381
Stone, Clay, Glass & Concrete Products	5	\$34,920	\$28,200	\$28,800	\$36,000	\$38,800	\$44,499
All Non-Manufacturing/Extractive Employers	678	\$46,203	\$28,212	\$33,137	\$40,000	\$51,000	\$65,000
Colleges & Universities	23	\$45,133	\$32,800	\$35,250	\$42,250	\$55,750	\$61,500
Engineering Services	125	\$42,761	\$26,500	\$30,489	\$38,410	\$50,493	\$63,200
Government - Federal (including Armed Forces)	34	\$40,704	\$30,176	\$34,454	\$39,875	\$47,262	\$51,650
Government - State	70	\$36,798	\$23,229	\$29,520	\$37,150	\$43,200	\$49,900
Government - Local (cities, counties, etc.)	73	\$39,538	\$28,513	\$33,096	\$39,000	\$44,577	\$52,128
Private Practice	296	\$51,891	\$30,000	\$34,350	\$42,588	\$58,000	\$80,900
Utilities - Electric	6	\$39,370	\$26,135	\$30,760	\$42,840	\$46,681	\$47,238
Utilities - Pipelines	7	\$41,802	\$29,200	\$36,000	\$37,500	\$51,405	\$52,288
Utilities - Other or Mixed	22	\$45,078	\$29,095	\$36,000	\$41,075	\$55,000	\$61,399

Job Function and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Construction Supervision (may include some design)							
All Manufacturing/Extractive Employers	172	\$43,589	\$29,940	\$35,000	\$40,839	\$49,630	\$59,507
Aerospace & Aircraft Products	6	\$48,173	\$36,345	\$39,455	\$42,519	\$59,400	\$68,171
Chemical, Pharmaceutical & Allied Products	20	\$50,496	\$37,351	\$39,944	\$45,210	\$59,118	\$79,997
Electrical & Electronic Equipment	17	\$46,731	\$30,400	\$38,577	\$42,720	\$51,115	\$64,831
Fabricated Metal Products	12	\$37,029	\$25,680	\$31,850	\$36,000	\$42,630	\$50,000
Food, Beverage & Tobacco Products	10	\$41,073	\$27,187	\$27,375	\$39,564	\$46,000	\$55,219
Machinery (except electrical)	6	\$39,183	\$25,980	\$27,600	\$33,405	\$43,000	\$48,995
Petroleum & Coal Products	52	\$43,208	\$28,806	\$33,168	\$43,520	\$51,245	\$58,191
Primary Metal Industries	6	\$36,136	\$25,543	\$30,410	\$33,138	\$42,500	\$51,049
Stone, Clay, Glass & Concrete Products	8	\$40,125	\$33,894	\$35,000	\$37,900	\$41,089	\$54,140
Transportation Equipment	8	\$35,536	\$30,954	\$33,650	\$35,350	\$38,084	\$39,520
All Non-Manufacturing/Extractive Employers	840	\$40,933	\$26,000	\$31,000	\$37,148	\$45,000	\$56,000
Colleges & Universities	7	\$32,684	\$26,520	\$27,688	\$30,100	\$35,610	\$43,639
Communications Services (radio, TV, telephone & telegraph)	9	\$42,589	\$33,741	\$36,384	\$40,000	\$45,525	\$56,879
Construction & Real Estate Development	272	\$35,314	\$27,375	\$33,220	\$40,000	\$50,150	\$66,812
Engineering Services	93	\$42,328	\$24,000	\$30,113	\$38,500	\$49,077	\$62,464
Government - Federal (including Armed Forces)	56	\$37,209	\$27,798	\$31,900	\$35,639	\$42,000	\$48,076
Government - State	75	\$33,749	\$23,820	\$28,830	\$33,000	\$38,349	\$41,404
Government - Local (cities, counties, etc.)	67	\$32,475	\$23,747	\$27,200	\$31,041	\$37,350	\$42,000
Private Practice	102	\$40,895	\$23,634	\$29,987	\$34,275	\$45,000	\$55,840
Research Organizations & Laboratories	5	\$41,340	\$27,000	\$36,225	\$42,600	\$46,950	\$52,799
Transportation Services	11	\$36,614	\$27,216	\$30,322	\$36,180	\$42,138	\$48,099
Utilities - Electric	85	\$41,914	\$31,600	\$35,975	\$40,560	\$49,000	\$53,376
Utilities - Gas	17	\$37,422	\$27,547	\$33,288	\$34,440	\$40,750	\$52,124
Utilities - Pipelines	8	\$46,148	\$30,215	\$33,633	\$46,378	\$51,200	\$69,690
Utilities - Other or Mixed	19	\$37,068	\$27,878	\$30,819	\$34,000	\$42,435	\$50,600
Design							
All Manufacturing/Extractive Employers	680	\$41,029	\$27,742	\$32,000	\$39,000	\$47,000	\$56,000
Aerospace & Aircraft Products	75	\$40,724	\$27,492	\$32,650	\$40,800	\$46,825	\$53,000
Chemical, Pharmaceutical & Allied Products	78	\$48,724	\$33,048	\$38,800	\$45,000	\$54,800	\$71,000
Electrical & Electronic Equipment	152	\$40,204	\$27,992	\$31,200	\$38,830	\$46,925	\$53,233
Fabricated Metal Products	64	\$35,904	\$25,500	\$30,150	\$33,148	\$39,356	\$44,731
Food, Beverage & Tobacco Products	26	\$41,797	\$30,388	\$34,000	\$40,875	\$47,900	\$54,924
Machinery (except electrical)	65	\$36,465	\$25,000	\$28,419	\$35,256	\$40,000	\$52,000
Petroleum & Coal Products	58	\$48,294	\$30,654	\$36,000	\$46,022	\$55,800	\$72,168
Primary Metal Industries	21	\$39,268	\$29,000	\$32,465	\$35,400	\$42,330	\$51,639
Stone, Clay, Glass & Concrete Products	22	\$38,173	\$25,775	\$31,200	\$35,150	\$43,160	\$59,460
Transportation Equipment	50	\$41,459	\$27,286	\$34,260	\$41,606	\$48,000	\$54,700

Continued

Job Function and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
All Non-Manufacturing/Extractive Employers	2,407	\$39,618	\$26,000	\$30,500	\$37,100	\$45,000	\$55,000
Communications Services (radio, TV, telephone & telegraph)	25	\$39,134	\$27,808	\$33,750	\$37,800	\$44,625	\$49,600
Construction & Real Estate Development	42	\$40,221	\$25,158	\$32,100	\$39,180	\$45,500	\$63,922
Engineering Services	617	\$39,651	\$26,772	\$30,500	\$37,380	\$46,100	\$55,000
Government - Federal (including Armed Forces)	115	\$38,049	\$29,000	\$32,176	\$37,433	\$43,985	\$49,000
Government - State	107	\$32,823	\$23,758	\$27,057	\$32,208	\$38,582	\$41,481
Government - Local (cities, counties, etc.)	103	\$32,463	\$21,400	\$27,686	\$31,500	\$37,405	\$41,807
Private Practice	1,099	\$40,771	\$25,760	\$30,000	\$37,500	\$46,575	\$60,000
Research Organizations & Laboratories	22	\$45,783	\$34,026	\$36,000	\$44,500	\$48,600	\$64,372
Transportation Services	20	\$39,813	\$27,690	\$32,593	\$39,222	\$46,706	\$52,683
Utilities - Electric	196	\$41,377	\$30,963	\$34,560	\$39,802	\$47,130	\$51,949
Utilities - Gas	16	\$35,013	\$27,130	\$30,080	\$32,550	\$38,364	\$46,300
Utilities - Pipelines	7	\$42,417	\$35,599	\$40,290	\$42,540	\$45,765	\$47,364
Utilities - Other or Mixed	19	\$37,975	\$29,000	\$31,433	\$39,000	\$42,750	\$45,400

Executive/Administrative

All Manufacturing/Extractive Employers	1,069	\$64,735	\$38,974	\$46,500	\$56,400	\$74,625	\$100,000
Aerospace & Aircraft Products	49	\$59,113	\$43,620	\$48,518	\$55,000	\$62,113	\$79,199
Chemical, Pharmaceutical & Allied Products	121	\$66,018	\$42,377	\$50,000	\$61,000	\$78,950	\$109,526
Electrical & Electronic Equipment	138	\$67,695	\$38,160	\$48,732	\$58,813	\$63,700	\$107,405
Fabricated Metal Products	146	\$60,949	\$35,908	\$41,900	\$52,750	\$70,000	\$90,800
Food, Beverage & Tobacco Products	50	\$64,433	\$40,988	\$47,391	\$59,800	\$72,000	\$95,083
Machinery (except electrical)	89	\$60,521	\$34,884	\$44,345	\$55,600	\$74,625	\$88,880
Petroleum & Coal Products	180	\$75,322	\$42,090	\$50,500	\$65,000	\$90,000	\$118,862
Primary Metal Industries	32	\$59,634	\$39,100	\$45,455	\$51,400	\$67,000	\$84,890
Rubber & Plastic Products	26	\$54,227	\$38,300	\$45,000	\$53,000	\$62,000	\$71,980
Stone, Clay, Glass & Concrete Products	70	\$56,910	\$35,800	\$42,240	\$50,300	\$60,000	\$80,150
Transportation Equipment	46	\$59,110	\$39,000	\$44,939	\$50,940	\$64,716	\$98,999
All Non-Manufacturing/Extractive Employers	4,568	\$56,868	\$34,600	\$40,769	\$50,000	\$63,800	\$86,000
Colleges & Universities	177	\$55,335	\$38,889	\$46,000	\$54,000	\$63,300	\$79,624
Communications Services (radio, TV, telephone & telegraph)	147	\$58,065	\$38,570	\$44,500	\$53,800	\$69,875	\$83,213
Construction & Real Estate Development	337	\$69,798	\$35,816	\$44,235	\$59,125	\$85,000	\$120,000
Engineering Services	590	\$61,394	\$37,700	\$45,000	\$55,110	\$69,000	\$91,500
Government - Federal (including Armed Forces)	307	\$47,631	\$34,373	\$39,572	\$45,406	\$54,249	\$62,656
Government - State	294	\$43,159	\$32,000	\$36,330	\$41,300	\$48,000	\$55,120
Government - Local (cities, counties, etc.)	606	\$41,488	\$30,734	\$34,500	\$40,000	\$46,000	\$53,633
Private Practice	1,253	\$63,507	\$36,000	\$43,500	\$54,200	\$72,000	\$105,600
Research Organizations & Laboratories	56	\$56,480	\$37,546	\$43,007	\$51,240	\$64,275	\$79,880
Transportation Services	31	\$59,021	\$33,800	\$46,380	\$53,275	\$64,093	\$74,529
Utilities - Electric	380	\$56,845	\$38,900	\$44,000	\$52,660	\$64,000	\$79,068
Utilities - Gas	72	\$58,217	\$39,807	\$44,173	\$50,600	\$61,558	\$91,050
Utilities - Pipelines	45	\$65,687	\$40,000	\$47,438	\$61,200	\$81,074	\$92,400
Utilities - Other or Mixed	129	\$53,489	\$34,974	\$42,000	\$49,000	\$60,000	\$76,800

Production, Quality Control, Maintenance, etc

All Manufacturing/Extractive Employers	113	\$40,269	\$28,176	\$31,500	\$37,620	\$45,125	\$55,200
Aerospace & Aircraft Products	31	\$35,322	\$24,760	\$29,813	\$35,000	\$40,114	\$47,944
Chemical, Pharmaceutical & Allied Products	62	\$40,378	\$28,940	\$32,900	\$37,643	\$47,400	\$55,430
Electrical & Electronic Equipment	52	\$38,782	\$27,610	\$31,050	\$36,939	\$44,500	\$52,075
Fabricated Metal Products	45	\$39,447	\$26,500	\$30,639	\$37,180	\$45,125	\$55,000
Food, Beverage & Tobacco Products	27	\$41,057	\$26,290	\$31,525	\$42,000	\$47,982	\$64,509
Machinery (except electrical)	10	\$34,879	\$23,553	\$28,000	\$30,900	\$44,000	\$51,999
Petroleum & Coal Products	55	\$48,699	\$34,200	\$37,755	\$42,000	\$60,025	\$71,500
Primary Metal Industries	28	\$40,675	\$30,000	\$32,000	\$40,630	\$47,050	\$51,952
Rubber & Plastic Products	16	\$37,733	\$31,050	\$33,250	\$36,138	\$42,233	\$46,874
Stone, Clay, Glass & Concrete Products	13	\$36,232	\$28,800	\$30,565	\$36,000	\$41,138	\$44,999
Transportation Equipment	22	\$36,750	\$26,930	\$30,400	\$37,398	\$42,500	\$48,124
All Non-Manufacturing/Extractive Employers	347	\$40,964	\$30,000	\$33,303	\$38,232	\$45,000	\$54,372
Colleges & Universities	8	\$36,281	\$33,339	\$34,250	\$35,750	\$38,503	\$39,978
Communications Services (radio, TV, telephone & telegraph)	12	\$42,900	\$27,519	\$39,390	\$41,800	\$49,513	\$60,060
Construction & Real Estate Development	8	\$38,489	\$30,862	\$33,280	\$37,250	\$41,810	\$50,181
Engineering Services	23	\$48,507	\$30,260	\$37,308	\$44,520	\$54,500	\$69,399
Government - Federal (including Armed Forces)	46	\$37,479	\$29,032	\$31,415	\$34,851	\$41,066	\$52,176
Government - State	21	\$33,975	\$23,587	\$29,875	\$34,200	\$38,250	\$43,277
Government - Local (cities, counties, etc.)	15	\$37,250	\$28,500	\$34,824	\$36,000	\$38,800	\$46,299
Private Practice	26	\$46,669	\$31,100	\$37,000	\$43,404	\$50,000	\$57,689
Research Organizations & Laboratories	10	\$36,687	\$25,500	\$31,280	\$35,000	\$44,180	\$49,244
Transportation Services	11	\$40,702	\$31,680	\$32,636	\$40,000	\$42,350	\$56,218
Utilities - Electric	131	\$42,022	\$29,660	\$33,112	\$39,708	\$47,975	\$54,540
Utilities - Gas	6	\$38,568	\$31,742	\$32,945	\$38,540	\$44,115	\$45,505
Utilities - Pipelines	8	\$39,741	\$33,315	\$35,025	\$39,450	\$43,090	\$48,354
Utilities - Other or Mixed	18	\$42,067	\$32,850	\$36,000	\$38,523	\$47,100	\$58,874

Project Study & Analysis

All Manufacturing/Extractive Employers	297	\$44,227	\$29,626	\$35,000	\$42,000	\$49,772	\$61,943
Aerospace & Aircraft Products	49	\$42,852	\$29,530	\$35,482	\$42,000	\$49,074	\$56,480
Chemical, Pharmaceutical & Allied Products	33	\$40,249	\$31,860	\$34,830	\$40,692	\$45,285	\$48,880
Electrical & Electronic Equipment	39	\$46,042	\$30,900	\$36,474	\$46,008	\$49,980	\$64,319
Fabricated Metal Products	12	\$35,257	\$26,370	\$29,038	\$33,750	\$40,517	\$46,015
Food, Beverage & Tobacco Products	19	\$43,952	\$31,280	\$36,680	\$42,157	\$47,225	\$63,812
Machinery (except electrical)	11	\$45,633	\$34,232	\$40,395	\$47,230	\$50,750	\$56,105
Petroleum & Coal Products	74	\$49,856	\$34,053	\$38,718	\$45,050	\$58,000	\$74,040
Primary Metal Industries	11	\$44,358	\$32,459	\$36,624	\$42,000	\$50,724	\$57,964
Transportation Equipment	15	\$43,506	\$26,335	\$33,700	\$37,000	\$47,078	\$70,698
All Non-Manufacturing/Extractive Employers	760	\$41,170	\$27,784	\$32,333	\$38,700	\$46,101	\$55,750
Communications Services (radio, TV, telephone & telegraph)	27	\$45,326	\$35,131	\$37,775	\$44,000	\$52,688	\$59,310
Construction & Real Estate Development	11	\$39,741	\$23,556	\$28,781	\$39,900	\$44,750	\$57,537
Engineering Services	175	\$43,800	\$28,300	\$33,663	\$41,700	\$50,350	\$62,000
Government - Federal (including Armed Forces)	75	\$37,781	\$27,776	\$32,075	\$37,400	\$40,993	\$49,795
Government - State	35	\$32,206	\$22,329	\$24,560	\$32,208	\$37,676	\$42,177
Government - Local (cities, counties, etc.)	22	\$32,926	\$24,904	\$27,417	\$32,255	\$36,900	\$45,455
Private Practice	167	\$44,543	\$27,860	\$31,525	\$39,450	\$49,860	\$65,900
Research Organizations & Laboratories	19	\$38,125	\$25,643	\$32,317	\$36,000	\$47,000	\$50,720
Utilities - Electric	160	\$39,739	\$29,971	\$33,783	\$38,441	\$44,750	\$49,870

Continued

Job Function and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Utilities - Gas	14	\$40,968	\$28,405	\$33,200	\$39,518	\$48,000	\$54,649
Utilities - Pipelines	11	\$38,468	\$30,133	\$35,167	\$39,000	\$41,781	\$45,792
Utilities - Other or Mixed	21	\$42,570	\$29,623	\$37,005	\$41,280	\$47,900	\$57,120

Research & Development

All Manufacturing/Extractive Employers	328	\$45,665	\$31,335	\$36,008	\$43,050	\$52,882	\$61,000
Aerospace & Aircraft Products	54	\$46,488	\$29,974	\$36,434	\$45,220	\$52,884	\$60,100
Chemical, Pharmaceutical & Allied Products	48	\$47,124	\$31,692	\$33,770	\$44,850	\$54,750	\$67,400
Electrical & Electronic Equipment	76	\$48,625	\$34,924	\$38,950	\$49,799	\$55,250	\$61,041
Fabricated Metal Products	23	\$39,292	\$30,000	\$32,425	\$37,988	\$44,550	\$50,939
Food, Beverage & Tobacco Products	9	\$44,513	\$32,400	\$38,270	\$41,464	\$50,903	\$58,164
Machinery (except electrical)	19	\$45,536	\$29,600	\$33,725	\$40,250	\$48,729	\$61,599
Petroleum & Coal Products	20	\$56,388	\$37,340	\$44,270	\$54,814	\$65,500	\$76,668
Primary Metal Industries	9	\$39,224	\$26,000	\$30,155	\$38,500	\$48,513	\$51,895
Rubber & Plastic Products	12	\$40,624	\$29,747	\$32,653	\$38,580	\$46,230	\$57,176
Stone, Clay, Glass & Concrete Products	7	\$46,719	\$40,200	\$41,250	\$43,000	\$54,325	\$57,764
Transportation Equipment	17	\$37,271	\$29,554	\$33,809	\$38,250	\$40,080	\$43,000
All Non-Manufacturing/Extractive Employers	292	\$43,334	\$28,094	\$36,000	\$42,681	\$49,100	\$57,660
Colleges & Universities	45	\$45,501	\$29,500	\$35,850	\$42,500	\$50,850	\$72,251
Engineering Services	18	\$43,729	\$24,250	\$28,080	\$37,250	\$50,000	\$78,448
Government - Federal (including Armed Forces)	95	\$41,013	\$27,821	\$33,670	\$42,656	\$46,746	\$52,844
Government - State	25	\$38,568	\$27,976	\$35,850	\$39,000	\$42,250	\$48,300
Private Practice	13	\$42,471	\$24,800	\$34,838	\$46,000	\$50,500	\$57,094
Research Organizations & Laboratories	59	\$46,485	\$31,272	\$37,025	\$46,000	\$52,025	\$63,480
Utilities - Electric	9	\$45,927	\$34,160	\$36,470	\$41,000	\$53,870	\$67,475
Utilities - Gas	6	\$52,420	\$37,349	\$43,200	\$52,310	\$62,000	\$67,399

Sales/Marketing

All Manufacturing/Extractive Employers	205	\$46,209	\$28,836	\$34,855	\$43,000	\$52,573	\$65,250
Chemical, Pharmaceutical & Allied Products	9	\$44,966	\$22,199	\$28,500	\$33,750	\$42,735	\$47,375
Electrical & Electronic Equipment	55	\$47,213	\$29,707	\$38,905	\$44,800	\$53,015	\$65,250
Fabricated Metal Products	41	\$45,031	\$29,320	\$34,200	\$41,800	\$51,000	\$65,000
Machinery (except electrical)	33	\$43,206	\$27,100	\$32,576	\$42,000	\$49,150	\$60,499
Petroleum & Coal Products	14	\$63,492	\$35,550	\$48,000	\$56,750	\$77,240	\$104,200
Primary Metal Industries	5	\$48,963	\$37,560	\$40,376	\$50,000	\$56,685	\$60,539
Stone, Clay, Glass & Concrete Products	14	\$39,133	\$28,335	\$34,500	\$39,126	\$42,900	\$48,399
All Non-Manufacturing/Extractive Employers	250	\$47,185	\$30,594	\$36,250	\$44,000	\$53,000	\$65,000
Construction & Real Estate Development	22	\$49,425	\$32,980	\$38,000	\$47,000	\$54,600	\$75,721
Engineering Services	53	\$48,648	\$30,534	\$38,121	\$46,500	\$53,500	\$65,000
Private Practice	54	\$47,284	\$34,450	\$38,000	\$44,350	\$57,000	\$65,552
Research Organizations & Laboratories	5	\$50,000	\$30,000	\$39,000	\$53,000	\$62,250	\$63,000
Utilities - Electric	19	\$39,844	\$29,780	\$32,000	\$39,800	\$45,667	\$50,708
Utilities - Gas	11	\$37,652	\$28,160	\$30,507	\$33,600	\$43,765	\$53,954
Utilities - Other or Mixed	12	\$42,290	\$27,880	\$31,753	\$34,250	\$48,685	\$62,538

Teaching/Training

All Manufacturing/Extractive Employers	8	\$43,124	\$30,783	\$33,250	\$44,400	\$50,000	\$58,220
All Non-Manufacturing/Extractive Employers	307	\$42,555	\$28,073	\$33,125	\$40,023	\$50,133	\$58,878
Colleges & Universities	291	\$42,655	\$28,446	\$33,500	\$40,150	\$50,133	\$58,440

Job Function and Level of Professional Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Construction Supervision (may include some design)							
Engineer I/II	28	\$27,934	\$21,473	\$22,656	\$26,950	\$31,450	\$35,730
Engineer III	85	\$31,261	\$22,300	\$25,000	\$29,900	\$36,000	\$41,877
Engineer IV	226	\$34,318	\$25,547	\$29,410	\$33,000	\$38,400	\$43,900
Engineer V	250	\$38,627	\$29,200	\$32,600	\$37,200	\$43,100	\$48,800
Engineer VI	198	\$44,848	\$33,090	\$37,500	\$42,000	\$50,000	\$58,362
Engineer VII	89	\$52,572	\$37,000	\$42,900	\$49,850	\$56,813	\$73,754
Engineer VIII	42	\$61,767	\$33,875	\$44,500	\$50,350	\$69,056	\$104,449
Engineer IX	13	\$86,245	\$50,800	\$57,563	\$75,000	\$91,150	\$144,990

Design

Engineer I/II	45	\$26,174	\$19,212	\$21,111	\$25,750	\$28,643	\$34,000
Engineer III	281	\$29,255	\$22,987	\$25,775	\$28,080	\$32,000	\$37,016
Engineer IV	800	\$33,586	\$25,000	\$28,500	\$32,648	\$37,909	\$42,639
Engineer V	850	\$38,985	\$29,560	\$32,700	\$38,000	\$43,500	\$50,000
Engineer VI	539	\$44,669	\$32,500	\$37,106	\$43,000	\$48,950	\$59,326
Engineer VII	329	\$49,873	\$33,964	\$40,500	\$47,800	\$55,513	\$70,000
Engineer VIII	173	\$56,140	\$32,780	\$43,075	\$54,900	\$64,250	\$82,200
Engineer IX	26	\$64,672	\$41,315	\$49,400	\$60,000	\$77,000	\$93,800

Executive/Administrative

Engineer I/II	11	\$30,152	\$21,915	\$23,550	\$30,000	\$34,511	\$41,200
Engineer III	29	\$30,105	\$20,490	\$23,741	\$30,000	\$35,000	\$42,680
Engineer IV	191	\$38,528	\$27,435	\$31,918	\$36,000	\$43,132	\$53,628
Engineer V	603	\$42,821	\$31,510	\$35,512	\$40,500	\$47,704	\$56,310
Engineer VI	1,030	\$47,386	\$33,000	\$38,904	\$44,500	\$52,340	\$64,000
Engineer VII	1,197	\$53,514	\$38,000	\$43,100	\$50,000	\$60,000	\$73,000
Engineer VIII	1,263	\$64,141	\$41,000	\$49,000	\$58,240	\$71,867	\$95,000
Engineer IX	776	\$83,262	\$47,550	\$59,230	\$72,000	\$98,250	\$132,000

Production, Quality Control, Maintenance, etc

Engineer I/II	20	\$29,635	\$23,734	\$26,234	\$29,300	\$32,040	\$37,498
Engineer III	99	\$32,965	\$26,340	\$28,800	\$31,740	\$35,403	\$39,636
Engineer IV	163	\$35,431	\$27,968	\$30,500	\$34,800	\$39,855	\$43,385
Engineer V	174	\$40,512	\$31,496	\$34,454	\$38,440	\$44,000	\$50,140
Engineer VI	122	\$44,779	\$32,880	\$38,060	\$42,750	\$49,255	\$57,455
Engineer VII	68	\$48,442	\$36,580	\$40,000	\$47,390	\$54,550	\$65,350
Engineer VIII	31	\$57,083	\$41,832	\$47,250	\$53,500	\$62,150	\$74,900
Engineer IX	9	\$73,078	\$45,000	\$58,275	\$69,000	\$83,750	\$111,800

Continued

Job Function and Level of Professional Responsibility

Project Study & Analysis

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Engineer I/II	28	\$28,505	\$22,025	\$24,460	\$26,480	\$31,500	\$34,140
Engineer III	72	\$29,923	\$23,700	\$25,700	\$29,744	\$33,680	\$36,241
Engineer IV	244	\$35,370	\$27,410	\$30,081	\$34,392	\$38,859	\$44,946
Engineer V	276	\$40,153	\$31,423	\$34,454	\$39,161	\$44,940	\$50,360
Engineer VI	203	\$43,201	\$32,248	\$37,575	\$43,000	\$47,350	\$52,000
Engineer VII	132	\$52,802	\$37,718	\$44,800	\$49,698	\$58,250	\$66,335
Engineer VIII	71	\$61,864	\$40,420	\$47,595	\$58,100	\$72,875	\$92,200
Engineer IX	14	\$69,063	\$35,900	\$45,000	\$63,000	\$88,000	\$107,615

Research & Development

Engineer I/II	6	\$28,585	\$18,860	\$23,000	\$29,114	\$35,400	\$36,372
Engineer III	42	\$30,500	\$23,389	\$26,000	\$30,100	\$33,600	\$39,330
Engineer IV	95	\$34,757	\$26,800	\$29,271	\$33,650	\$38,238	\$44,000
Engineer V	144	\$41,433	\$32,425	\$36,000	\$40,025	\$46,488	\$51,531
Engineer VI	143	\$45,736	\$36,940	\$40,000	\$44,616	\$50,450	\$55,420
Engineer VII	101	\$50,697	\$37,904	\$43,425	\$49,682	\$55,510	\$62,400
Engineer VIII	48	\$57,851	\$43,551	\$50,000	\$55,622	\$62,500	\$73,475
Engineer IX	28	\$67,317	\$42,860	\$54,113	\$64,900	\$78,000	\$90,899

Sales/Marketing

Engineer I/II	5	\$27,394	\$25,000	\$25,750	\$26,000	\$29,410	\$31,132
Engineer III	23	\$31,122	\$24,762	\$26,664	\$29,500	\$36,225	\$40,688
Engineer IV	54	\$37,175	\$28,935	\$30,667	\$34,126	\$41,200	\$48,460
Engineer V	65	\$42,224	\$32,000	\$35,923	\$40,985	\$47,225	\$52,851
Engineer VI	68	\$49,487	\$36,288	\$41,458	\$46,150	\$55,500	\$65,175
Engineer VII	55	\$49,317	\$37,500	\$42,486	\$48,000	\$53,512	\$65,000
Engineer VIII	34	\$61,824	\$44,900	\$50,000	\$56,164	\$65,500	\$92,659
Engineer IX	8	\$69,084	\$48,000	\$53,000	\$59,000	\$85,337	\$109,400

Teaching/Training

Engineer IV	10	\$34,706	\$23,757	\$27,350	\$32,445	\$46,000	\$48,626
Engineer V	39	\$39,194	\$25,000	\$31,893	\$37,000	\$44,606	\$57,760
Engineer VI	56	\$40,573	\$28,784	\$33,063	\$39,400	\$46,000	\$54,291
Engineer VII	70	\$45,477	\$33,250	\$38,100	\$44,000	\$53,100	\$58,650
Engineer VIII	41	\$50,350	\$33,000	\$40,800	\$47,500	\$56,233	\$71,220
Engineer IX	24	\$55,567	\$37,700	\$46,590	\$56,000	\$63,250	\$70,609

Job Function and Major Metropolitan Area

Construction Supervision (may include some design)

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Atlanta (GA) & Vicinity	18	\$42,023	\$25,300	\$33,200	\$39,184	\$48,000	\$65,423
Baltimore (MD) & Vicinity	7	\$45,320	\$30,660	\$34,475	\$42,300	\$50,980	\$70,526
Boston (MA) & Vicinity	12	\$41,274	\$28,129	\$32,150	\$40,000	\$46,100	\$57,498
Chicago (IL) & Vicinity	36	\$45,763	\$30,377	\$32,960	\$40,380	\$47,145	\$58,438
Cincinnati (OH/KY/IN) & Vicinity	14	\$32,242	\$24,099	\$28,800	\$31,908	\$37,350	\$40,509
Cleveland (OH) & Vicinity	15	\$40,987	\$25,800	\$29,372	\$42,600	\$48,625	\$54,000
Dallas/Ft. Worth (TX) & Vicinity	23	\$40,492	\$25,900	\$30,261	\$37,500	\$45,625	\$55,786
Denver/Colorado Springs (CO) & Vicinity	18	\$42,279	\$25,582	\$31,332	\$38,750	\$47,000	\$70,936
Detroit (MI) & Vicinity	15	\$39,493	\$27,375	\$33,350	\$35,986	\$44,750	\$52,000
Houston (TX) & Vicinity	29	\$50,676	\$29,700	\$39,999	\$47,800	\$57,138	\$73,599
Indianapolis (IN) & Vicinity	9	\$40,705	\$19,708	\$20,527	\$43,000	\$54,260	\$63,319
Kansas City (MO/KS) & Vicinity	17	\$37,702	\$28,416	\$31,463	\$36,300	\$43,138	\$49,160
Los Angeles/Long Beach/San Diego (CA) & Vicinity	7	\$50,607	\$33,499	\$39,625	\$45,000	\$64,360	\$76,708
Miami (FL) & Vicinity	10	\$62,946	\$33,000	\$36,500	\$45,760	\$54,000	\$144,484
Milwaukee (WI) & Vicinity	15	\$37,307	\$26,750	\$28,299	\$32,000	\$42,250	\$55,600
Minneapolis/St. Paul (MN/WI) & Vicinity	15	\$43,075	\$29,995	\$33,675	\$40,000	\$42,375	\$63,998
Nassau/Suffolk Counties (NY)	14	\$39,411	\$33,120	\$35,000	\$39,656	\$43,125	\$45,622
Newark/Jersey City (NJ) & Vicinity	14	\$51,038	\$35,033	\$36,480	\$45,594	\$53,600	\$90,999
New Orleans (LA) & Vicinity	15	\$38,055	\$29,799	\$31,075	\$38,500	\$44,900	\$49,000
New York City (NY) - five boroughs	33	\$49,840	\$29,356	\$36,103	\$41,745	\$54,101	\$93,798
Philadelphia (PA/NJ) & Vicinity	20	\$46,614	\$31,757	\$33,610	\$39,750	\$48,110	\$86,800
Phoenix (AZ) & Vicinity	5	\$46,308	\$34,000	\$37,000	\$41,038	\$51,375	\$74,997
Pittsburgh (PA) & Vicinity	25	\$44,324	\$28,400	\$30,215	\$37,800	\$49,166	\$57,894
St. Louis (MO/IL) & Vicinity	22	\$43,128	\$28,220	\$32,500	\$37,661	\$51,000	\$59,949
San Francisco/Oakland (CA) & Vicinity	13	\$59,515	\$33,474	\$41,550	\$49,000	\$57,754	\$104,389
Tampa/St. Petersburg (FL) & Vicinity	9	\$44,744	\$23,699	\$33,000	\$39,400	\$42,375	\$89,393
Washington (DC/MD/VA) & Vicinity	17	\$47,201	\$39,120	\$40,563	\$47,424	\$51,275	\$59,440

Design

Atlanta (GA) & Vicinity	46	\$40,160	\$29,640	\$32,400	\$39,800	\$44,520	\$57,149
Baltimore (MD) & Vicinity	29	\$38,794	\$25,700	\$30,800	\$38,230	\$43,098	\$49,200
Boston (MA) & Vicinity	57	\$44,093	\$32,462	\$36,000	\$41,000	\$50,275	\$60,400
Chicago (IL) & Vicinity	122	\$42,041	\$28,570	\$32,700	\$40,095	\$47,345	\$56,715
Cincinnati (OH/KY/IN) & Vicinity	37	\$32,931	\$22,784	\$28,000	\$32,000	\$37,333	\$40,000
Cleveland (OH) & Vicinity	46	\$37,934	\$25,212	\$28,385	\$34,700	\$41,200	\$57,600
Dallas/Ft. Worth (TX) & Vicinity	82	\$43,076	\$27,259	\$33,900	\$39,950	\$48,000	\$67,400
Denver/Colorado Springs (CO) & Vicinity	50	\$40,277	\$27,450	\$31,390	\$38,023	\$47,000	\$55,498
Detroit (MI) & Vicinity	56	\$45,304	\$29,334	\$36,590	\$42,000	\$52,231	\$60,585
Houston (TX) & Vicinity	103	\$43,434	\$30,240	\$34,923	\$42,000	\$51,900	\$60,000
Indianapolis (IN) & Vicinity	21	\$37,227	\$25,188	\$28,938	\$35,000	\$44,100	\$56,399
Kansas City (MO/KS) & Vicinity	91	\$38,574	\$27,312	\$30,069	\$36,900	\$44,150	\$54,160
Los Angeles/Long Beach/San Diego (CA) & Vicinity	60	\$45,973	\$29,250	\$36,995	\$44,250	\$52,149	\$57,304
Miami (FL) & Vicinity	55	\$42,392	\$27,500	\$34,963	\$40,456	\$47,950	\$55,760
Milwaukee (WI) & Vicinity	31	\$36,146	\$24,753	\$28,400	\$31,500	\$43,700	\$50,870
Minneapolis/St. Paul (MN/WI) & Vicinity	35	\$39,937	\$26,950	\$30,990	\$36,268	\$43,231	\$56,000
Nassau/Suffolk Counties (NY)	19	\$38,396	\$27,000	\$31,439	\$36,000	\$45,275	\$51,912
Newark/Jersey City (NJ) & Vicinity	52	\$45,450	\$28,063	\$33,650	\$41,050	\$50,900	\$72,000
New Orleans (LA) & Vicinity	46	\$42,340	\$29,595	\$34,000	\$40,150	\$48,800	\$62,399
New York City (NY) - five boroughs	65	\$46,591	\$29,100	\$33,285	\$43,000	\$53,030	\$61,000
Philadelphia (PA/NJ) & Vicinity	92	\$39,726	\$26,760	\$30,430	\$37,296	\$47,000	\$55,750
Phoenix (AZ) & Vicinity	22	\$43,698	\$31,700	\$34,000	\$37,402	\$45,200	\$76,859
Pittsburgh (PA) & Vicinity	43	\$39,460	\$26,940	\$31,275	\$36,920	\$45,575	\$57,000
St. Louis (MO/IL) & Vicinity	65	\$40,656	\$26,140	\$30,588	\$37,500	\$46,100	\$60,000

Continued

Job Function and Major Metropolitan Area

San Francisco/Oakland (CA) & Vicinity	38	\$51,872	\$30,478	\$38,555	\$44,452	\$58,000	\$80,188
San Jose (CA) & Vicinity	18	\$48,520	\$31,642	\$40,000	\$45,925	\$51,000	\$68,500
Seattle/Everett (WA) & Vicinity	33	\$40,581	\$28,064	\$32,220	\$40,250	\$48,150	\$51,540
Tampa/St. Petersburg (FL) & Vicinity	45	\$41,462	\$28,000	\$34,100	\$41,000	\$44,750	\$48,800
Washington (DC/MD/VA) & Vicinity	72	\$41,515	\$26,934	\$33,225	\$40,721	\$48,577	\$56,000

Executive/Administrative

Atlanta (GA) & Vicinity	117	\$56,815	\$36,257	\$42,450	\$52,800	\$65,025	\$74,560
Baltimore (MD) & Vicinity	48	\$55,440	\$35,090	\$42,030	\$46,600	\$58,000	\$77,799
Boston (MA) & Vicinity	103	\$58,902	\$34,920	\$43,115	\$53,770	\$69,590	\$91,320
Chicago (IL) & Vicinity	224	\$58,815	\$36,000	\$43,000	\$53,250	\$69,500	\$85,299
Cincinnati (OH/KY/IN) & Vicinity	75	\$49,562	\$32,023	\$38,125	\$49,000	\$54,675	\$69,000
Cleveland (OH) & Vicinity	85	\$60,196	\$34,866	\$40,000	\$53,100	\$69,036	\$86,000
Dallas/Ft. Worth (TX) & Vicinity	164	\$65,173	\$36,431	\$44,185	\$57,145	\$72,000	\$124,000
Denver/Colorado Springs (CO) & Vicinity	80	\$61,073	\$39,250	\$42,524	\$50,259	\$67,000	\$108,300
Detroit (MI) & Vicinity	118	\$61,724	\$37,835	\$42,500	\$51,000	\$65,000	\$104,319
Houston (TX) & Vicinity	209	\$69,585	\$39,680	\$49,117	\$60,640	\$81,951	\$108,800
Indianapolis (IN) & Vicinity	53	\$59,341	\$34,706	\$42,000	\$51,000	\$65,125	\$86,000
Kansas City (MO/KS) & Vicinity	124	\$57,770	\$35,052	\$41,000	\$50,300	\$69,450	\$79,442
Los Angeles/Long Beach/San Diego (CA) & Vicinity	110	\$67,356	\$39,570	\$46,200	\$60,000	\$72,000	\$102,000
Miami (FL) & Vicinity	98	\$58,679	\$38,971	\$45,000	\$53,354	\$67,000	\$81,550
Milwaukee (WI) & Vicinity	82	\$55,512	\$35,699	\$42,000	\$49,168	\$64,000	\$81,380
Minneapolis/St. Paul (MN/WI) & Vicinity	104	\$57,212	\$35,056	\$41,410	\$48,000	\$67,275	\$100,200
Nassau/Suffolk Counties (NY)	48	\$56,813	\$38,429	\$45,780	\$52,900	\$60,000	\$70,000
Newark/Jersey City (NJ) & Vicinity	117	\$68,521	\$40,000	\$47,925	\$59,100	\$80,000	\$113,599
New Orleans (LA) & Vicinity	52	\$63,671	\$39,340	\$45,331	\$57,592	\$69,636	\$97,799
New York City (NY) - five boroughs	129	\$70,559	\$43,800	\$50,000	\$61,000	\$80,075	\$108,800
Philadelphia (PA/NJ) & Vicinity	144	\$59,869	\$34,268	\$43,750	\$55,790	\$70,500	\$89,559
Phoenix (AZ) & Vicinity	47	\$55,749	\$35,000	\$42,700	\$52,000	\$63,300	\$82,600
Pittsburgh (PA) & Vicinity	76	\$64,647	\$36,103	\$41,556	\$51,000	\$72,998	\$104,500
St. Louis (MO/IL) & Vicinity	111	\$62,604	\$35,186	\$42,685	\$56,000	\$71,864	\$91,400
San Francisco/Oakland (CA) & Vicinity	53	\$66,500	\$41,084	\$47,000	\$59,604	\$76,000	\$102,799
San Jose (CA) & Vicinity	20	\$66,228	\$44,000	\$50,135	\$61,250	\$73,200	\$95,999
Seattle/Everett (WA) & Vicinity	40	\$67,662	\$38,050	\$42,900	\$55,496	\$80,736	\$102,500
Tampa/St. Petersburg (FL) & Vicinity	66	\$50,546	\$31,200	\$40,500	\$46,000	\$56,000	\$66,814
Washington (DC/MD/VA) & Vicinity	158	\$59,318	\$39,500	\$44,146	\$55,500	\$66,000	\$77,660

Production, Quality Control, Maintenance, etc.

Atlanta (GA) & Vicinity	9	\$38,394	\$26,764	\$33,528	\$37,500	\$42,006	\$52,813
Boston (MA) & Vicinity	15	\$43,031	\$34,300	\$37,995	\$42,000	\$45,678	\$52,050
Chicago (IL) & Vicinity	22	\$41,191	\$32,268	\$34,890	\$38,350	\$43,000	\$59,755
Cleveland (OH) & Vicinity	17	\$33,230	\$26,340	\$28,950	\$30,517	\$36,216	\$48,359
Dallas/Ft. Worth (TX) & Vicinity	23	\$45,609	\$30,492	\$34,563	\$41,305	\$49,200	\$71,531
Denver/Colorado Springs (CO) & Vicinity	8	\$44,251	\$31,212	\$35,070	\$40,313	\$53,633	\$64,200
Detroit (MI) & Vicinity	15	\$41,092	\$28,872	\$36,046	\$41,000	\$45,000	\$53,699
Houston (TX) & Vicinity	31	\$36,135	\$31,860	\$31,880	\$40,300	\$53,500	\$69,640
Indianapolis (IN) & Vicinity	9	\$36,069	\$27,600	\$31,126	\$36,100	\$41,625	\$43,680
Kansas City (MO/KS) & Vicinity	15	\$36,347	\$24,800	\$28,125	\$36,276	\$39,825	\$52,379
Los Angeles/Long Beach/San Diego (CA) & Vicinity	18	\$42,028	\$30,300	\$35,000	\$38,675	\$44,064	\$61,788
Miami (FL) & Vicinity	10	\$48,623	\$34,149	\$39,000	\$45,460	\$55,200	\$69,154
Milwaukee (WI) & Vicinity	7	\$40,181	\$34,249	\$35,731	\$38,190	\$45,313	\$47,660
Minneapolis/St. Paul (MN/WI) & Vicinity	13	\$40,135	\$27,212	\$33,901	\$40,000	\$44,415	\$55,143
Nassau/Suffolk Counties (NY)	6	\$44,403	\$35,292	\$37,920	\$43,750	\$50,000	\$59,399
Newark/Jersey City (NJ) & Vicinity	11	\$38,036	\$29,800	\$32,055	\$37,200	\$41,888	\$49,974
New Orleans (LA) & Vicinity	13	\$41,337	\$32,002	\$35,295	\$39,780	\$47,600	\$54,640
New York City (NY) - five boroughs	8	\$47,095	\$35,000	\$37,250	\$42,979	\$53,150	\$70,200
Philadelphia (PA/NJ) & Vicinity	19	\$43,275	\$28,700	\$36,250	\$41,000	\$51,500	\$60,890
Phoenix (AZ) & Vicinity	7	\$38,706	\$27,411	\$31,845	\$38,400	\$41,280	\$56,127
Pittsburgh (PA) & Vicinity	21	\$40,126	\$27,851	\$30,973	\$40,400	\$48,500	\$53,600
St. Louis (MO/IL) & Vicinity	15	\$42,510	\$29,300	\$29,838	\$37,000	\$54,875	\$66,999
San Francisco/Oakland (CA) & Vicinity	8	\$42,812	\$32,121	\$36,895	\$41,254	\$48,500	\$57,100
San Jose (CA) & Vicinity	5	\$34,872	\$27,375	\$27,844	\$28,800	\$41,639	\$51,999
Tampa/St. Petersburg (FL) & Vicinity	6	\$36,564	\$27,950	\$27,000	\$36,200	\$37,485	\$48,747
Washington (DC/MD/VA) & Vicinity	7	\$38,135	\$28,774	\$30,146	\$32,700	\$48,605	\$53,995

Project Study & Analysis

Atlanta (GA) & Vicinity	17	\$43,277	\$37,360	\$40,646	\$44,300	\$45,975	\$47,880
Baltimore (MD) & Vicinity	6	\$36,920	\$26,234	\$30,500	\$32,800	\$49,720	\$49,972
Boston (MA) & Vicinity	23	\$48,351	\$29,640	\$40,175	\$46,250	\$57,975	\$65,379
Chicago (IL) & Vicinity	46	\$42,974	\$27,547	\$33,290	\$41,884	\$50,000	\$58,690
Cincinnati (OH/KY/IN) & Vicinity	15	\$46,523	\$30,074	\$32,050	\$37,450	\$44,125	\$59,995
Cleveland (OH) & Vicinity	11	\$36,561	\$22,672	\$29,400	\$34,800	\$42,495	\$52,680
Dallas/Ft. Worth (TX) & Vicinity	46	\$41,744	\$27,070	\$32,550	\$40,410	\$49,740	\$53,960
Denver/Colorado Springs (CO) & Vicinity	18	\$51,467	\$27,777	\$36,140	\$47,558	\$51,300	\$68,814
Detroit (MI) & Vicinity	21	\$44,300	\$28,500	\$34,150	\$45,007	\$48,873	\$60,893
Houston (TX) & Vicinity	39	\$48,973	\$34,200	\$38,875	\$45,150	\$55,305	\$66,508
Kansas City (MO/KS) & Vicinity	31	\$42,868	\$28,063	\$35,124	\$42,386	\$49,551	\$57,496
Los Angeles/Long Beach/San Diego (CA) & Vicinity	34	\$52,107	\$32,901	\$40,767	\$50,846	\$56,056	\$76,499
Miami (FL) & Vicinity	17	\$40,178	\$28,151	\$33,900	\$40,812	\$46,104	\$51,428
Milwaukee (WI) & Vicinity	11	\$42,230	\$30,378	\$34,225	\$41,880	\$44,750	\$56,738
Minneapolis/St. Paul (MN/WI) & Vicinity	16	\$40,847	\$26,919	\$32,950	\$37,455	\$43,955	\$47,418
Nassau/Suffolk Counties (NY)	7	\$42,410	\$32,368	\$34,630	\$40,500	\$47,285	\$56,399
Newark/Jersey City (NJ) & Vicinity	16	\$47,422	\$29,742	\$39,000	\$43,900	\$58,775	\$69,550
New Orleans (LA) & Vicinity	12	\$39,449	\$23,718	\$30,250	\$35,050	\$51,021	\$54,999
New York City (NY) - five boroughs	18	\$44,035	\$30,450	\$35,000	\$44,550	\$50,000	\$60,249
Philadelphia (PA/NJ) & Vicinity	26	\$39,790	\$27,560	\$31,104	\$37,603	\$49,597	\$55,660
Pittsburgh (PA) & Vicinity	29	\$46,104	\$26,160	\$32,484	\$43,000	\$51,708	\$60,158
St. Louis (MO/IL) & Vicinity	18	\$42,273	\$30,155	\$36,333	\$41,850	\$48,800	\$55,452
San Francisco/Oakland (CA) & Vicinity	20	\$47,495	\$30,712	\$33,683	\$42,931	\$51,330	\$73,579
San Jose (CA) & Vicinity	10	\$46,115	\$32,442	\$43,200	\$47,121	\$49,296	\$57,998
Seattle/Everett (WA) & Vicinity	11	\$38,392	\$21,420	\$27,563	\$37,000	\$42,250	\$57,940
Tampa/St. Petersburg (FL) & Vicinity	17	\$40,389	\$29,010	\$29,825	\$33,930	\$37,612	\$53,879
Washington (DC/MD/VA) & Vicinity	36	\$41,352	\$27,130	\$31,000	\$38,093	\$45,880	\$55,900

Research & Development

Atlanta (GA) & Vicinity	7	\$53,431	\$25,103	\$37,971	\$54,000	\$63,750	\$81,798
Baltimore (MD) & Vicinity	11	\$51,828	\$38,893	\$44,579	\$51,430	\$54,866	\$67,699
Boston (MA) & Vicinity	18	\$50,758	\$38,450	\$42,303	\$51,000	\$54,500	\$60,869
Chicago (IL) & Vicinity	34	\$45,157	\$30,900	\$34,860	\$40,500	\$49,875	\$65,300

Continued

Job Function and Major Metropolitan Area

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Cincinnati (OH/KY/IN) & Vicinity	24	\$35,561	\$27,757	\$28,975	\$32,750	\$41,500	\$45,101
Cleveland (OH) & Vicinity	10	\$42,627	\$28,919	\$36,000	\$43,500	\$48,950	\$59,100
Dallas/Ft. Worth (TX) & Vicinity	12	\$46,945	\$36,089	\$41,200	\$46,834	\$55,284	\$56,900
Denver/Colorado Springs (CO) & Vicinity	9	\$52,763	\$36,019	\$39,875	\$42,000	\$50,200	\$97,832
Detroit (MI) & Vicinity	24	\$40,831	\$29,455	\$37,100	\$39,800	\$44,150	\$51,000
Houston (TX) & Vicinity	16	\$46,596	\$30,846	\$35,900	\$44,491	\$53,428	\$71,721
Kansas City (MO/KS) & Vicinity	5	\$38,867	\$28,925	\$33,403	\$36,516	\$46,500	\$48,000
Los Angeles/Long Beach/San Diego (CA) & Vicinity	29	\$51,573	\$34,916	\$39,948	\$47,203	\$58,758	\$64,148
Minneapolis/St. Paul (MN/WI) & Vicinity	8	\$46,639	\$33,036	\$38,230	\$43,570	\$52,415	\$67,099
Newark/Jersey City (NJ) & Vicinity	18	\$48,972	\$31,078	\$38,135	\$46,966	\$55,000	\$70,096
New York City (NY) - five boroughs	5	\$41,480	\$36,700	\$37,300	\$43,000	\$47,900	\$61,998
Philadelphia (PA/NJ) & Vicinity	17	\$48,088	\$23,879	\$36,150	\$51,000	\$58,250	\$65,173
Pittsburgh (PA) & Vicinity	12	\$44,972	\$30,199	\$34,620	\$48,100	\$51,248	\$58,299
St. Louis (MO/IL) & Vicinity	5	\$50,233	\$29,744	\$32,201	\$38,000	\$62,300	\$100,995
San Francisco/Oakland (CA) & Vicinity	6	\$58,200	\$34,208	\$50,500	\$58,000	\$72,300	\$77,429
San Jose (CA) & Vicinity	12	\$51,491	\$32,419	\$45,000	\$49,908	\$60,662	\$70,068
Washington (DC/MD/VA) & Vicinity	31	\$44,689	\$27,912	\$36,100	\$45,570	\$50,380	\$59,399

Sales/Marketing

Atlanta (GA) & Vicinity	17	\$45,689	\$31,770	\$37,000	\$42,000	\$52,350	\$54,920
Boston (MA) & Vicinity	7	\$64,986	\$48,220	\$48,725	\$52,000	\$73,552	\$109,077
Chicago (IL) & Vicinity	27	\$49,765	\$33,800	\$40,438	\$45,600	\$56,416	\$65,200
Cincinnati (OH/KY/IN) & Vicinity	8	\$47,436	\$29,755	\$34,520	\$42,875	\$56,900	\$76,100
Cleveland (OH) & Vicinity	10	\$47,793	\$28,113	\$31,500	\$48,100	\$56,500	\$75,197
Dallas/Ft. Worth (TX) & Vicinity	15	\$48,558	\$35,640	\$36,125	\$39,756	\$51,975	\$74,248
Denver/Colorado Springs (CO) & Vicinity	8	\$45,087	\$31,140	\$35,700	\$42,147	\$51,650	\$66,540
Detroit (MI) & Vicinity	11	\$46,590	\$31,838	\$41,013	\$48,400	\$51,985	\$61,000
Houston (TX) & Vicinity	17	\$55,559	\$38,662	\$44,500	\$52,250	\$60,000	\$74,891
Kansas City (MO/KS) & Vicinity	12	\$45,418	\$37,149	\$39,180	\$43,652	\$49,500	\$58,306
Los Angeles/Long Beach/San Diego (CA) & Vicinity	5	\$60,195	\$38,800	\$39,325	\$48,000	\$75,006	\$111,995
Milwaukee (WI) & Vicinity	6	\$47,478	\$29,605	\$30,550	\$43,658	\$55,500	\$79,347
Minneapolis/St. Paul (MN/WI) & Vicinity	7	\$40,801	\$29,541	\$34,980	\$41,000	\$45,963	\$53,389
Newark/Jersey City (NJ) & Vicinity	13	\$51,037	\$32,200	\$40,250	\$47,000	\$58,450	\$72,996
New Orleans (LA) & Vicinity	7	\$45,833	\$25,259	\$32,013	\$43,484	\$58,325	\$72,239
New York City (NY) - five boroughs	7	\$51,333	\$21,599	\$36,250	\$56,328	\$59,625	\$75,998
Philadelphia (PA/NJ) & Vicinity	14	\$50,606	\$26,886	\$36,000	\$41,850	\$59,000	\$97,699
Pittsburgh (PA) & Vicinity	12	\$42,715	\$33,470	\$35,800	\$41,030	\$47,450	\$56,245
St. Louis (MO/IL) & Vicinity	6	\$47,709	\$32,660	\$38,604	\$43,576	\$50,000	\$75,647
San Francisco/Oakland (CA) & Vicinity	6	\$47,724	\$37,145	\$41,600	\$44,500	\$52,500	\$65,181
Tampa/St. Petersburg (FL) & Vicinity	7	\$42,225	\$26,133	\$33,400	\$42,000	\$52,927	\$56,480
Washington (DC/MD/VA) & Vicinity	13	\$47,538	\$24,539	\$35,432	\$46,000	\$60,250	\$66,999

Teaching/Training

Atlanta (GA) & Vicinity	5	\$39,219	\$19,846	\$29,521	\$36,500	\$52,750	\$55,000
Dallas/Ft. Worth (TX) & Vicinity	5	\$42,220	\$30,090	\$33,023	\$36,976	\$54,058	\$56,933
Detroit (MI) & Vicinity	6	\$41,375	\$29,305	\$29,800	\$39,350	\$53,500	\$56,650
Kansas City (MO/KS) & Vicinity	6	\$31,842	\$24,101	\$25,014	\$30,875	\$39,000	\$41,059
Los Angeles/Long Beach/San Diego (CA) & Vicinity	6	\$45,126	\$38,215	\$40,150	\$45,944	\$48,720	\$51,672
New York City (NY) - five boroughs	6	\$48,220	\$35,249	\$46,500	\$50,572	\$52,134	\$55,202

Job Function and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Construction Supervision (may include some design)							
Non-Manual Positions	143	\$35,887	\$23,080	\$29,521	\$35,000	\$40,450	\$48,604
Supervise 1 - 2 Professionals	24	\$37,086	\$25,352	\$30,030	\$35,082	\$45,250	\$50,735
Supervise 3 - 4 Professionals	44	\$38,851	\$28,525	\$31,900	\$36,100	\$43,610	\$51,365
Supervise 5 - 9 Professionals	47	\$43,356	\$28,100	\$35,325	\$40,190	\$48,218	\$58,170
Supervise 10 - 49 Professionals	51	\$46,003	\$35,201	\$37,075	\$44,000	\$52,725	\$61,804
Supervise 50 or More Professionals	9	\$57,057	\$35,000	\$40,553	\$52,000	\$73,952	\$92,105
Supervise 3 - 9 Non-Professionals	124	\$35,590	\$24,000	\$28,500	\$33,839	\$41,700	\$49,334
Supervise 10 - 49 Non-Professionals	141	\$40,851	\$27,760	\$31,500	\$37,768	\$44,961	\$59,132
Direct 50 - 99 Non-Professionals	28	\$47,703	\$29,544	\$35,600	\$44,600	\$57,168	\$74,250
Direct 100 - 249 Non-Professionals	12	\$48,363	\$25,980	\$33,250	\$37,800	\$54,750	\$94,999

Design

Non-Manual Positions	769	\$36,880	\$25,806	\$29,723	\$35,000	\$42,500	\$49,994
Supervise 1 - 2 Professionals	198	\$37,717	\$26,000	\$30,200	\$36,550	\$42,300	\$49,820
Supervise 3 - 4 Professionals	369	\$39,494	\$28,200	\$32,378	\$37,500	\$44,505	\$51,960
Supervise 5 - 9 Professionals	383	\$42,669	\$30,498	\$36,000	\$40,100	\$47,363	\$55,840
Supervise 10 - 49 Professionals	249	\$52,159	\$37,200	\$42,056	\$49,000	\$58,850	\$71,200
Supervise 50 or More Professionals	30	\$57,338	\$43,117	\$48,108	\$55,800	\$63,000	\$79,599
Supervise 3 - 9 Non-Professionals	128	\$32,655	\$23,549	\$26,408	\$30,159	\$36,280	\$44,838
Supervise 10 - 49 Non-Professionals	18	\$48,127	\$29,268	\$33,200	\$40,790	\$50,000	\$76,050

Executive/Administrative

Non-Manual Positions	237	\$47,968	\$32,042	\$36,442	\$44,096	\$54,880	\$64,920
Supervise 1 - 2 Professionals	67	\$42,632	\$31,580	\$36,000	\$40,000	\$46,330	\$56,620
Supervise 3 - 4 Professionals	129	\$48,701	\$34,128	\$38,225	\$45,261	\$51,850	\$63,494
Supervise 5 - 9 Professionals	426	\$50,951	\$34,820	\$40,000	\$46,627	\$55,608	\$70,000
Supervise 10 - 49 Professionals	839	\$57,578	\$39,102	\$45,000	\$53,000	\$63,560	\$79,556
Supervise 50 or More Professionals	366	\$76,087	\$44,504	\$53,800	\$66,575	\$89,000	\$120,000
Supervise 3 - 9 Non-Professionals	140	\$48,552	\$28,550	\$34,119	\$40,000	\$51,000	\$70,401

Continued

Job Function and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Supervise 10 - 49 Non-Professionals	246	\$51,080	\$31,607	\$36,600	\$45,000	\$57,000	\$78,674
Direct 50 - 99 Non-Professionals	100	\$56,947	\$32,713	\$39,740	\$49,843	\$64,700	\$90,150
Direct 100 - 249 Non-Professionals	58	\$58,049	\$39,273	\$44,000	\$51,725	\$65,000	\$88,124
Direct 250 - 499 Non-Professionals	16	\$64,196	\$48,107	\$49,850	\$55,574	\$64,300	\$119,433
Direct 500 or More Non-Professionals	11	\$89,737	\$41,608	\$65,810	\$81,500	\$116,875	\$143,195

Production, Quality Control, Maintenance, etc

Non-Managerial Positions	224	\$35,903	\$27,623	\$30,460	\$34,820	\$40,150	\$46,617
Supervise 1 - 2 Professionals	17	\$35,383	\$25,965	\$28,470	\$34,000	\$40,250	\$48,413
Supervise 3 - 4 Professionals	25	\$40,793	\$31,280	\$34,407	\$37,400	\$44,451	\$47,000
Supervise 5 - 9 Professionals	34	\$45,108	\$32,477	\$38,060	\$42,350	\$48,516	\$56,200
Supervise 10 - 49 Professionals	36	\$47,629	\$31,292	\$41,250	\$50,000	\$53,120	\$61,820
Supervise 50 or More Professionals	8	\$66,812	\$46,079	\$51,400	\$63,200	\$73,950	\$101,420
Supervise 3 - 9 Non-Professionals	71	\$36,358	\$27,300	\$30,388	\$34,000	\$40,000	\$49,543
Supervise 10 - 49 Non-Professionals	81	\$39,718	\$28,500	\$33,084	\$38,000	\$42,175	\$43,331
Direct 50 - 99 Non-Professionals	24	\$39,871	\$25,900	\$33,914	\$39,093	\$47,050	\$52,995
Direct 100 - 249 Non-Professionals	16	\$46,429	\$40,150	\$42,110	\$44,713	\$50,500	\$55,900

Project Study & Analysis

Non-Managerial Positions	474	\$38,949	\$27,000	\$32,000	\$37,150	\$44,000	\$52,050
Supervise 1 - 2 Professionals	69	\$41,701	\$28,930	\$33,150	\$40,000	\$44,565	\$55,194
Supervise 3 - 4 Professionals	103	\$44,356	\$30,999	\$36,884	\$43,490	\$49,974	\$56,760
Supervise 5 - 9 Professionals	102	\$45,397	\$32,906	\$38,500	\$44,271	\$50,000	\$58,680
Supervise 10 - 49 Professionals	42	\$60,218	\$36,800	\$42,618	\$49,750	\$66,100	\$102,125
Supervise 3 - 9 Non-Professionals	25	\$33,468	\$26,500	\$29,269	\$33,000	\$36,675	\$43,900

Research & Development

Non-Managerial Positions	252	\$40,654	\$27,850	\$32,933	\$38,700	\$47,750	\$54,192
Supervise 1 - 2 Professionals	39	\$41,905	\$32,400	\$35,000	\$40,000	\$49,564	\$54,900
Supervise 3 - 4 Professionals	48	\$47,308	\$33,566	\$40,875	\$44,936	\$49,800	\$54,966
Supervise 5 - 9 Professionals	76	\$47,341	\$34,816	\$39,740	\$45,350	\$54,000	\$60,941
Supervise 10 - 49 Professionals	42	\$55,043	\$39,811	\$47,000	\$54,270	\$58,200	\$65,755
Supervise 50 or More Professionals	10	\$67,744	\$46,160	\$55,675	\$61,324	\$78,000	\$104,496
Supervise 3 - 9 Non-Professionals	12	\$39,497	\$30,330	\$34,300	\$39,630	\$43,100	\$50,181

Sales/Marketing

Non-Managerial Positions	171	\$40,812	\$28,846	\$31,985	\$38,500	\$48,350	\$56,000
Supervise 1 - 2 Professionals	8	\$44,250	\$28,799	\$38,500	\$45,700	\$50,900	\$55,300
Supervise 3 - 4 Professionals	15	\$49,677	\$36,000	\$38,775	\$50,000	\$53,145	\$70,799
Supervise 5 - 9 Professionals	22	\$51,635	\$41,323	\$44,400	\$48,600	\$55,000	\$60,000
Supervise 10 - 49 Professionals	15	\$49,198	\$38,224	\$43,806	\$45,000	\$55,450	\$58,000
Supervise 3 - 9 Non-Professionals	21	\$39,930	\$28,100	\$33,850	\$36,960	\$42,622	\$56,738
Supervise 10 - 49 Non-Professionals	10	\$48,413	\$31,424	\$41,000	\$48,900	\$56,888	\$66,547

Teaching/Training

Non-Managerial Positions	123	\$38,396	\$25,098	\$31,348	\$36,976	\$45,875	\$51,184
Supervise 1 - 2 Professionals	7	\$38,599	\$27,708	\$30,624	\$36,000	\$39,175	\$63,077
Supervise 3 - 4 Professionals	15	\$42,142	\$28,750	\$35,469	\$39,000	\$49,254	\$58,000
Supervise 5 - 9 Professionals	25	\$45,953	\$28,000	\$34,846	\$45,000	\$56,000	\$60,800
Supervise 10 - 49 Professionals	9	\$58,185	\$37,966	\$39,817	\$53,100	\$71,975	\$83,539
Supervise 3 - 9 Non-Professionals	7	\$42,821	\$29,539	\$35,935	\$44,000	\$50,625	\$52,107

Level of Professional Responsibility and Annual Billings for Service

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Engineer I/II							
\$100,000 - \$249,999	5	\$25,320	\$18,000	\$19,125	\$22,200	\$30,175	\$39,999
\$250,000 - \$499,999	6	\$24,867	\$21,906	\$22,500	\$23,914	\$28,200	\$28,772
\$500,000 or More	14	\$29,750	\$22,881	\$26,000	\$27,000	\$32,500	\$40,804
Engineer III							
Under \$100,000	5	\$23,870	\$15,000	\$18,150	\$27,375	\$28,031	\$30,000
\$100,000 - \$249,999	9	\$25,783	\$18,448	\$19,555	\$24,000	\$30,116	\$37,865
\$250,000 - \$499,999	12	\$30,456	\$19,202	\$24,830	\$27,800	\$36,460	\$46,742
\$500,000 - \$999,999	21	\$25,900	\$19,368	\$21,000	\$25,700	\$29,000	\$32,000
\$1,000,000 - \$2,499,999	25	\$29,206	\$22,968	\$24,900	\$27,116	\$31,625	\$33,000
\$2,500,000 - \$4,999,999	26	\$28,726	\$23,712	\$25,000	\$26,479	\$30,600	\$39,330
\$5,000,000 or More	73	\$31,060	\$24,278	\$27,147	\$29,398	\$34,313	\$39,840
Engineer IV							
Under \$100,000	23	\$34,397	\$21,628	\$26,565	\$30,355	\$40,000	\$51,999
\$100,000 - \$249,999	50	\$30,510	\$20,900	\$24,975	\$29,850	\$35,000	\$42,283
\$250,000 - \$499,999	63	\$31,499	\$21,464	\$26,557	\$30,000	\$35,775	\$39,920
\$500,000 - \$999,999	67	\$31,964	\$22,170	\$25,970	\$30,000	\$35,850	\$43,700
\$1,000,000 - \$2,499,999	102	\$34,189	\$25,393	\$28,500	\$32,449	\$37,500	\$44,151
\$2,500,000 - \$4,999,999	72	\$34,199	\$27,000	\$29,075	\$31,735	\$36,130	\$42,883
\$5,000,000 or More	231	\$35,012	\$27,210	\$29,925	\$33,972	\$38,375	\$44,546

Continued

Level of Professional Responsibility and Annual Billings for Service

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Engineer V							
Under \$100,000	50	\$36,264	\$20,250	\$26,245	\$34,065	\$45,600	\$50,500
\$100,000 - \$249,999	58	\$36,689	\$24,000	\$28,000	\$34,000	\$40,000	\$52,100
\$250,000 - \$499,999	90	\$39,806	\$28,305	\$31,824	\$36,000	\$45,000	\$57,150
\$500,000 - \$999,999	93	\$42,335	\$29,408	\$32,381	\$38,800	\$46,525	\$61,480
\$1,000,000 - \$2,499,999	143	\$39,629	\$28,292	\$32,000	\$37,240	\$43,109	\$54,080
\$2,500,000 - \$4,999,999	129	\$38,587	\$29,620	\$32,938	\$37,100	\$42,500	\$49,324
\$5,000,000 or More	324	\$41,457	\$31,124	\$36,000	\$40,275	\$45,600	\$51,712
Engineer VI							
Under \$100,000	51	\$40,983	\$24,600	\$30,000	\$36,000	\$47,240	\$65,020
\$100,000 - \$249,999	68	\$39,817	\$27,412	\$30,000	\$36,500	\$45,230	\$55,000
\$250,000 - \$499,999	92	\$44,602	\$30,000	\$36,000	\$41,800	\$50,000	\$60,608
\$500,000 - \$999,999	91	\$46,738	\$31,000	\$36,435	\$45,000	\$54,000	\$65,000
\$1,000,000 - \$2,499,999	156	\$48,635	\$33,000	\$37,500	\$44,550	\$51,900	\$67,960
\$2,500,000 - \$4,999,999	96	\$45,813	\$31,280	\$36,190	\$43,475	\$48,575	\$61,007
\$5,000,000 or More	382	\$48,978	\$36,675	\$41,100	\$46,000	\$53,600	\$63,536
Engineer VII							
Under \$100,000	53	\$40,978	\$27,433	\$30,000	\$38,000	\$50,000	\$60,225
\$100,000 - \$249,999	89	\$47,208	\$27,371	\$36,300	\$44,000	\$54,000	\$70,565
\$250,000 - \$499,999	95	\$48,469	\$34,000	\$40,000	\$45,905	\$52,725	\$65,000
\$500,000 - \$999,999	106	\$54,281	\$36,820	\$41,000	\$48,000	\$62,000	\$85,000
\$1,000,000 - \$2,499,999	138	\$56,486	\$37,000	\$42,000	\$52,000	\$63,000	\$81,940
\$2,500,000 - \$4,999,999	89	\$58,813	\$36,960	\$44,325	\$52,627	\$65,500	\$87,800
\$5,000,000 or More	381	\$56,392	\$40,747	\$45,575	\$52,500	\$63,000	\$75,000
Engineer VIII							
Under \$100,000	55	\$47,714	\$30,000	\$35,000	\$45,500	\$59,250	\$73,000
\$100,000 - \$249,999	83	\$57,138	\$30,000	\$39,205	\$48,000	\$65,750	\$96,960
\$250,000 - \$499,999	89	\$55,333	\$36,400	\$43,510	\$50,000	\$60,200	\$76,160
\$500,000 - \$999,999	134	\$61,626	\$35,985	\$45,940	\$56,184	\$69,000	\$92,405
\$1,000,000 - \$2,499,999	157	\$68,346	\$43,600	\$49,975	\$59,500	\$75,000	\$119,100
\$2,500,000 - \$4,999,999	110	\$73,240	\$44,750	\$53,000	\$63,500	\$85,000	\$114,150
\$5,000,000 or More	341	\$69,033	\$45,466	\$51,900	\$61,560	\$77,250	\$103,400
Engineer IX							
Under \$100,000	19	\$51,830	\$30,000	\$35,713	\$45,000	\$63,750	\$87,799
\$100,000 - \$249,999	34	\$78,692	\$37,080	\$50,000	\$75,000	\$103,500	\$130,338
\$250,000 - \$499,999	30	\$62,552	\$35,500	\$46,800	\$55,300	\$75,000	\$102,609
\$500,000 - \$999,999	56	\$79,292	\$48,200	\$55,750	\$66,487	\$90,000	\$128,198
\$1,000,000 - \$2,499,999	71	\$84,212	\$44,901	\$58,375	\$70,000	\$104,125	\$150,000
\$2,500,000 - \$4,999,999	60	\$85,246	\$52,000	\$65,925	\$79,950	\$104,800	\$122,630
\$5,000,000 or More	243	\$93,502	\$55,000	\$65,250	\$82,300	\$110,000	\$144,040

Level of Professional Responsibility and Size of Organization

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Engineer I/II							
Five - Nine Employees	8	\$23,631	\$16,600	\$18,750	\$21,825	\$25,950	\$36,070
10 - 24 Employees	8	\$23,347	\$15,120	\$19,525	\$20,950	\$28,100	\$34,585
25 - 49 Employees	12	\$28,246	\$21,360	\$24,674	\$27,100	\$31,663	\$37,224
50 - 99 Employees	10	\$24,045	\$18,480	\$21,148	\$23,334	\$28,836	\$29,500
100 - 499 Employees	21	\$27,091	\$20,985	\$22,588	\$26,015	\$29,700	\$34,560
500 - 999 Employees	5	\$27,570	\$20,000	\$23,938	\$26,000	\$32,850	\$34,200
1,000 - 2,499 Employees	20	\$27,857	\$21,950	\$24,058	\$28,322	\$30,639	\$32,930
2,500 - 4,999 Employees	16	\$30,249	\$24,200	\$26,154	\$27,912	\$32,440	\$40,232
5,000 - 9,999 Employees	8	\$28,602	\$23,760	\$26,168	\$27,990	\$31,500	\$33,890
10,000 - 19,999 Employees	10	\$29,638	\$24,375	\$26,160	\$30,118	\$32,400	\$35,040
20,000 - 29,999 Employees	8	\$29,813	\$23,580	\$24,900	\$29,700	\$34,100	\$36,932
30,000 Employees or More	19	\$34,275	\$27,141	\$28,370	\$31,200	\$36,315	\$48,985
Engineer III							
Two - Four Employees	7	\$25,706	\$15,600	\$18,400	\$21,465	\$25,719	\$39,700
Five - Nine Employees	26	\$28,816	\$20,020	\$24,500	\$27,800	\$32,421	\$41,616
10 - 24 Employees	39	\$27,828	\$18,925	\$23,654	\$25,920	\$29,980	\$36,640
25 - 49 Employees	39	\$28,876	\$20,700	\$24,000	\$27,300	\$31,271	\$40,000
50 - 99 Employees	46	\$28,394	\$21,060	\$24,952	\$26,408	\$30,180	\$35,740
100 - 499 Employees	100	\$30,083	\$23,600	\$26,370	\$28,972	\$32,685	\$38,350
500 - 999 Employees	42	\$30,422	\$22,554	\$25,000	\$27,760	\$33,130	\$40,750
1,000 - 2,499 Employees	71	\$30,760	\$24,739	\$27,677	\$30,000	\$34,580	\$36,904
2,500 - 4,999 Employees	52	\$32,066	\$25,070	\$28,040	\$31,510	\$35,239	\$40,518
5,000 - 9,999 Employees	51	\$32,015	\$26,240	\$28,321	\$30,650	\$35,000	\$39,216
10,000 - 19,999 Employees	47	\$34,609	\$26,662	\$29,190	\$32,500	\$38,595	\$44,844
20,000 - 29,999 Employees	15	\$34,168	\$28,000	\$31,350	\$33,600	\$38,550	\$39,400
30,000 - 39,999 Employees	18	\$34,157	\$28,650	\$31,872	\$33,800	\$36,348	\$41,764
40,000 - 49,999 Employees	11	\$34,716	\$28,890	\$30,160	\$34,992	\$39,540	\$42,400
50,000 Employees or More	68	\$32,095	\$25,992	\$28,440	\$31,120	\$34,780	\$39,940
Engineer IV							
One (Respondent only)	9	\$38,436	\$25,868	\$32,855	\$40,000	\$40,750	\$53,198
Two - Four Employees	26	\$37,185	\$19,709	\$27,000	\$35,050	\$48,000	\$53,843
Five - Nine Employees	62	\$31,168	\$21,863	\$24,960	\$29,570	\$35,100	\$39,650
10 - 24 Employees	149	\$31,706	\$22,960	\$25,897	\$30,102	\$36,050	\$42,060
25 - 49 Employees	127	\$33,107	\$24,170	\$27,125	\$31,968	\$35,830	\$43,670
50 - 99 Employees	154	\$33,241	\$25,308	\$28,340	\$31,500	\$36,950	\$43,370
100 - 499 Employees	270	\$34,366	\$25,885	\$28,800	\$33,025	\$37,195	\$43,300
500 - 999 Employees	132	\$33,851	\$26,696	\$28,700	\$32,600	\$37,597	\$43,150
1,000 - 2,499 Employees	174	\$37,126	\$29,990	\$32,604	\$36,000	\$40,400	\$47,350
2,500 - 4,999 Employees	132	\$37,218	\$29,725	\$32,550	\$36,500	\$40,525	\$45,370
5,000 - 9,999 Employees	120	\$37,005	\$29,286	\$32,450	\$36,000	\$40,770	\$47,067
10,000 - 19,999 Employees	85	\$38,703	\$30,600	\$33,790	\$38,376	\$41,577	\$48,000
20,000 - 29,999 Employees	46	\$37,656	\$28,530	\$30,100	\$37,348	\$42,600	\$48,449
30,000 - 39,999 Employees	37	\$39,341	\$30,502	\$33,875	\$38,580	\$42,494	\$47,760

Continued

Level of Professional Responsibility and Size of Organization

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
40,000 - 49,999 Employees.....	21	\$39,768	\$28,779	\$31,389	\$35,300	\$41,775	\$61,618
50,000 Employees or More.....	188	\$37,311	\$29,650	\$32,000	\$36,643	\$41,554	\$45,956
Engineer V							
One (Respondent only).....	17	\$42,649	\$25,869	\$31,750	\$45,600	\$50,250	\$58,199
Two - Four Employees.....	50	\$37,657	\$23,000	\$28,000	\$34,275	\$45,000	\$51,500
Five - Nine Employees.....	77	\$38,816	\$24,100	\$30,000	\$36,000	\$44,100	\$58,150
10 - 24 Employees.....	191	\$41,700	\$28,219	\$32,025	\$37,400	\$45,295	\$56,560
25 - 49 Employees.....	173	\$40,198	\$29,696	\$33,000	\$38,000	\$45,011	\$54,000
50 - 99 Employees.....	224	\$38,316	\$29,282	\$32,200	\$36,898	\$41,220	\$50,140
100 - 499 Employees.....	343	\$39,471	\$30,000	\$33,600	\$38,000	\$43,394	\$49,735
500 - 999 Employees.....	179	\$38,935	\$31,227	\$34,000	\$38,188	\$42,667	\$49,071
1,000 - 2,499 Employees.....	253	\$41,061	\$32,613	\$35,857	\$40,985	\$45,537	\$50,492
2,500 - 4,999 Employees.....	182	\$42,934	\$32,964	\$37,000	\$41,984	\$47,400	\$54,044
5,000 - 9,999 Employees.....	129	\$43,048	\$34,056	\$37,855	\$41,328	\$47,808	\$53,531
10,000 - 19,999 Employees.....	131	\$43,682	\$33,960	\$38,245	\$43,140	\$48,000	\$53,520
20,000 - 29,999 Employees.....	56	\$42,067	\$33,243	\$36,660	\$41,800	\$47,265	\$50,846
30,000 - 39,999 Employees.....	40	\$45,736	\$35,150	\$37,880	\$43,728	\$50,900	\$54,933
40,000 - 49,999 Employees.....	24	\$44,000	\$29,845	\$38,156	\$44,220	\$50,999	\$55,040
50,000 Employees or More.....	194	\$45,417	\$35,360	\$38,920	\$44,500	\$50,000	\$56,825
Engineer VI							
One (Respondent only).....	25	\$42,415	\$29,328	\$30,000	\$36,000	\$55,500	\$70,350
Two - Four Employees.....	52	\$39,571	\$24,700	\$30,000	\$35,790	\$47,479	\$58,939
Five - Nine Employees.....	75	\$43,350	\$29,000	\$32,420	\$42,000	\$48,000	\$60,000
10 - 24 Employees.....	171	\$46,809	\$30,000	\$36,000	\$44,850	\$53,575	\$64,400
25 - 49 Employees.....	175	\$47,953	\$32,000	\$36,590	\$44,375	\$53,850	\$68,000
50 - 99 Employees.....	193	\$45,785	\$31,762	\$36,400	\$41,900	\$48,025	\$64,264
100 - 499 Employees.....	354	\$45,305	\$33,000	\$37,400	\$42,450	\$49,500	\$58,599
500 - 999 Employees.....	164	\$46,183	\$35,700	\$39,550	\$44,313	\$51,599	\$57,945
1,000 - 2,499 Employees.....	220	\$45,839	\$36,047	\$39,850	\$44,786	\$51,700	\$56,437
2,500 - 4,999 Employees.....	181	\$47,576	\$36,198	\$41,295	\$45,400	\$52,385	\$61,232
5,000 - 9,999 Employees.....	130	\$47,163	\$37,300	\$41,355	\$45,281	\$51,800	\$57,610
10,000 - 19,999 Employees.....	95	\$49,453	\$37,500	\$42,350	\$46,617	\$54,963	\$63,300
20,000 - 29,999 Employees.....	46	\$54,229	\$42,303	\$45,300	\$51,815	\$59,815	\$69,388
30,000 - 39,999 Employees.....	35	\$52,039	\$38,000	\$45,303	\$49,000	\$56,982	\$73,999
40,000 - 49,999 Employees.....	34	\$54,091	\$37,608	\$45,000	\$50,765	\$64,140	\$70,850
50,000 Employees or More.....	186	\$51,141	\$40,000	\$44,000	\$49,360	\$56,000	\$65,643
Engineer VII							
One (Respondent only).....	46	\$45,582	\$29,424	\$32,000	\$40,800	\$55,000	\$70,848
Two - Four Employees.....	53	\$45,897	\$26,900	\$35,820	\$47,000	\$52,100	\$63,200
Five - Nine Employees.....	105	\$45,440	\$28,800	\$36,000	\$42,600	\$52,850	\$65,000
10 - 24 Employees.....	168	\$53,261	\$36,800	\$40,800	\$47,225	\$58,550	\$84,670
25 - 49 Employees.....	166	\$55,177	\$35,030	\$42,000	\$50,300	\$63,000	\$81,876
50 - 99 Employees.....	126	\$55,657	\$35,546	\$40,289	\$47,138	\$62,800	\$88,399
100 - 499 Employees.....	307	\$52,391	\$37,874	\$42,304	\$49,051	\$57,000	\$69,680
500 - 999 Employees.....	136	\$52,572	\$39,750	\$43,300	\$49,950	\$56,120	\$66,796
1,000 - 2,499 Employees.....	208	\$53,049	\$39,793	\$45,500	\$51,267	\$59,000	\$67,350
2,500 - 4,999 Employees.....	119	\$52,416	\$39,707	\$42,000	\$49,400	\$58,150	\$64,700
5,000 - 9,999 Employees.....	123	\$54,663	\$40,496	\$47,247	\$53,080	\$60,000	\$71,160
10,000 - 19,999 Employees.....	100	\$54,829	\$41,451	\$48,000	\$53,081	\$60,200	\$70,550
20,000 - 29,999 Employees.....	36	\$55,854	\$43,296	\$50,412	\$53,000	\$60,500	\$72,642
30,000 - 39,999 Employees.....	31	\$58,783	\$41,800	\$47,297	\$53,000	\$66,488	\$86,652
40,000 - 49,999 Employees.....	29	\$58,932	\$46,256	\$49,055	\$57,100	\$67,650	\$73,639
50,000 Employees or More.....	112	\$57,611	\$44,548	\$50,150	\$55,250	\$65,000	\$73,600
Engineer VIII							
One (Respondent only).....	37	\$61,377	\$30,100	\$38,750	\$52,000	\$71,250	\$87,400
Two - Four Employees.....	66	\$53,918	\$32,447	\$40,000	\$50,000	\$60,000	\$75,900
Five - Nine Employees.....	99	\$52,704	\$31,710	\$40,050	\$50,000	\$62,000	\$74,697
10 - 24 Employees.....	184	\$64,008	\$37,980	\$45,550	\$56,000	\$71,500	\$105,739
25 - 49 Employees.....	160	\$65,677	\$41,500	\$48,000	\$58,991	\$74,750	\$105,750
50 - 99 Employees.....	148	\$68,466	\$42,150	\$49,400	\$60,000	\$75,200	\$112,460
100 - 499 Employees.....	270	\$64,666	\$40,447	\$48,500	\$56,534	\$72,000	\$103,728
500 - 999 Employees.....	111	\$62,534	\$41,222	\$47,715	\$55,500	\$70,000	\$93,400
1,000 - 2,499 Employees.....	179	\$62,651	\$42,000	\$49,256	\$58,000	\$70,540	\$89,992
2,500 - 4,999 Employees.....	112	\$62,479	\$47,350	\$52,357	\$58,238	\$67,250	\$80,530
5,000 - 9,999 Employees.....	78	\$61,584	\$43,390	\$51,900	\$59,750	\$69,500	\$79,630
10,000 - 19,999 Employees.....	72	\$65,802	\$45,209	\$54,000	\$63,000	\$75,910	\$88,090
20,000 - 29,999 Employees.....	26	\$63,218	\$39,380	\$47,880	\$63,307	\$74,000	\$88,299
30,000 - 39,999 Employees.....	16	\$78,048	\$50,764	\$58,000	\$68,540	\$96,305	\$119,700
40,000 - 49,999 Employees.....	18	\$67,042	\$52,380	\$57,000	\$66,000	\$75,000	\$89,100
50,000 Employees or More.....	83	\$67,965	\$51,920	\$55,676	\$62,000	\$76,800	\$96,000
Engineer IX							
One (Respondent only).....	21	\$68,193	\$30,000	\$38,750	\$60,000	\$91,250	\$112,014
Two - Four Employees.....	28	\$70,525	\$37,395	\$46,000	\$68,000	\$97,000	\$108,800
Five - Nine Employees.....	23	\$67,477	\$35,800	\$50,000	\$55,760	\$69,250	\$110,400
10 - 24 Employees.....	78	\$82,474	\$44,300	\$52,100	\$66,500	\$96,800	\$156,999
25 - 49 Employees.....	75	\$79,137	\$49,400	\$58,000	\$70,000	\$100,000	\$125,899
50 - 99 Employees.....	73	\$85,872	\$54,863	\$64,770	\$80,000	\$99,700	\$124,335
100 - 499 Employees.....	160	\$86,304	\$48,150	\$59,925	\$75,000	\$100,000	\$135,258
500 - 999 Employees.....	88	\$87,970	\$48,600	\$58,838	\$71,500	\$106,000	\$150,000
1,000 - 2,499 Employees.....	85	\$80,838	\$47,063	\$58,703	\$68,000	\$92,125	\$134,999
2,500 - 4,999 Employees.....	73	\$84,068	\$55,854	\$62,263	\$69,700	\$94,000	\$127,600
5,000 - 9,999 Employees.....	61	\$79,695	\$52,780	\$64,375	\$73,398	\$88,813	\$107,520
10,000 - 19,999 Employees.....	33	\$86,517	\$62,560	\$69,917	\$80,000	\$90,325	\$114,399
20,000 - 29,999 Employees.....	15	\$101,060	\$66,549	\$71,130	\$91,900	\$130,750	\$140,000
30,000 - 39,999 Employees.....	8	\$83,227	\$51,452	\$65,220	\$77,300	\$105,100	\$121,041
40,000 - 49,999 Employees.....	5	\$88,941	\$52,000	\$67,000	\$75,000	\$103,926	\$160,696
50,000 Employees or More.....	33	\$98,899	\$58,384	\$64,750	\$97,280	\$121,500	\$138,400